

Bulletin

OF THE

INTERNATIONAL LABOUR OFFICE

NATIONAL LABOUR LEGISLATION.

AUSTRIA : Amendment of the Civil Code as regards contracts of service.

FRANCE : Decree respecting the health of workers living in.
Regulations granting benefit for women on their confinement.

SOUTH AUSTRALIA : Industrial Arbitration Acts.

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Bulletin

OF THE

INTERNATIONAL LABOUR OFFICE

[NOTE.—The German, French, and English editions of the *Bulletin* are referred to as G.B., F.B., and E.B., respectively.]

National Labour Legislation

1. LAWS AND ORDERS

I. Germany

(A) EMPIRE.

Bekanntmachung, betreffend Änderung der Bestimmungen über Fachausschüsse für Hausarbeit vom 18 Juni 1914 (Reichs-Gesetzbl., S. 221). Vom 27. März 1916. (Reichs-Gesetzbl., S. 204.)

Notification respecting the amendment of the regulations of 18th June, 1914,* relating to industrial committees for home-work. (Dated 27th March, 1916.)

In pursuance of §24 of the Home Work Act of 20th December, 1911† (R.G.Bl., p. 976), the Federal Council has decided as follows:—

The Regulations of 18th June, 1914,* relating to industrial committees for home-work (R.G.Bl., p. 221) shall be amended as follows:—

1. Section 4 shall read as follows:

Only men or women who are German subjects and have completed the thirteenth year of their age shall be appointed or elected as representatives of the employers or home-workers.

Employers shall not be appointed or elected as representatives of the home-workers or as substitutes for such representatives.

2. Section 6 shall read as follows:

Industrial contractors who, as a rule, employ at least one home-worker, in so far as they are not themselves home-workers within the meaning of the Home Work Act, shall be considered as being employers within the meaning of §4, paragraph 2.

* Text E.B. IX., p. 292, No. 3.

† Text E.B. VII., p. 7, No. 5.

Where, within the district of an industrial committee, persons are employed in such a manner that they themselves in their own workshops (workrooms) employ one or more persons for wages and at the same time, give out work to home-workers outside their workshops on behalf of employers (so-called middlemen), the supervisory authority (§32) shall lay down the principles for determining how far such persons shall be held to be employers within the meaning of §44 paragraph 2.

The position of the legal representatives of industrial employers and the authorised heads of their establishments shall be the same as that of employers within the meaning of §4, paragraph 2.

(B) FEDERAL STATES.

I. PRUSSIA.

Erllass des Ministers für Handel und Gewerbe, des Ministers des Innern, und des Ministers für Landwirtschaft, Domänen und Forsten betr. das Abkommen über Unfallversicherung mit Italien. Vom 20. August 1913. (Ministerialblatt der Handels- und Gewerbeverwaltung, S. 553.)

Decree of the Minister of Commerce and Industry, of the Minister of the Interior and of the Minister of Agriculture, Domains and Forests relating to the Agreement with Italy respecting accident insurance. (Dated 20th August, 1913.)

In accordance with Article 16, paragraph 1, of the Agreement respecting accident insurance concluded on 31st July, 1912,* between the German Empire and the Kingdom of Italy and which came into force on 1st April, 1913 (R.G.Bl., 1913, p. 171), the German authorities undertaking the inquiries into accidents i.e., under §§1559, 1560 of the Imperial Insurance Code, the local police authorities, are required to advise the competent Italian consular authority, for their district without delay of the conclusion of the said inquiry when an accident to an Italian is in question. In accordance with the Notification of the Imperial Chancellor, dated 31st March, 1913† (Zentralblatt für das Deutsche Reich., p. 465), the Royal Italian Consulate in Munich was, until further notice, declared to be the proper authority for receiving this information and likewise for carrying out the other duties contemplated in Articles 16 to 18 of the Agreement, as regards the Hohenzollern Lands; the Consulate in Cologne, as regards Westphalia, Hesse-Nassau and the Rhine Provinces; and the Consulate in Berlin for the remainder of Prussian territory.

In accordance with §16, paragraph 2, of the Agreement, the Italian consular authority may, to the same extent as the persons directly concerned, require facilities to follow the inquiry proceedings and the further proceedings, which power, in accordance with paragraph 3 of the Article referred to above, is to apply correspondingly to the German Invalidity and Survivors' Insurance. This power to follow the proceedings is intended to put him in a position to know and examine the circumstances of the case and to take suitable measures to look after the interests of the Italian applicant. The competent consul will, however, scarcely be in a position to procure the knowledge of the matter required for this purpose by actually following the proceedings on the spot. He will usually only be able to carry out his charge if he is given the opportunity of receiving, on request,

* Text E.B. VIII., p. 99.

† Text E.B. VIII., p. 119, No. 10.

a copy of the report of the proceedings in question. Consequently the intention of the Treaty, which provides also in Articles 17 and 18 for the co-operation of the consul in the proceedings, will be fully satisfied if the consul is given, at his request, for the purposes of a first examination of the case and so that he may be able to decide what attitude to adopt towards it, the requisite copies of the proceedings, at his own expense even without the production of an authorisation. This applies especially as regards proceedings relating to the inquiry into the accident, and also as regards any medical report which is of importance to enable a provisional attitude towards the matter to be adopted.

We request you to make it your duty to see that the local police authorities and the Insurance Offices observe the provisions in question of the Agreement and administer them in accordance with the above instructions.

2. BAVARIA.

Gesetz betr. Änderung des Berggesetzes. Vom 15. August 1914. (Gesetz- und Verordnungsblatt, S. 413.)

Act to amend the Mines Act. (Dated 15th August, 1914.)

SOLE SECTION.—The following paragraph II. shall be added to §99 of the Mines Act of 13th August, 1910.*

The representatives shall only be chosen from amongst the members of the workmen's committee elected by the workmen themselves.

2a. UPPER BAVARIA.

Bekanntmachung, die Beschäftigung von Gehilfen und Lehrlingen in Gast- und Schankwirtschaften einschliesslich der Fremdenpensionen in München betr. (Nr. 21556.) Vom 30. März 1914. (Königlich Bayerisches Kreisamtsblatt von Oberbayern, S. 33.)

Notification respecting the employment of assistants and apprentices in hotels and public-houses, including pensions for foreigners. (Dated 30th March, 1914.)

In pursuance of §120f of the Industrial Code and of the Royal Order of the 27th March, 1912, I., 2,† respecting the administration of the Industrial Code, the Royal Government of Upper Bavaria, Chamber of the Interior, hereby issues for the district of the capital and royal residence of Munich, with the authority of the Minister of State of the Royal House and External Affairs, the following provisions respecting the employment of assistants and apprentices in hotels and public-houses, including licensed pensions for foreigners :

I.

1. Every assistant and apprentice over 16 years of age shall be allowed in every week seven uninterrupted periods of rest of at least 8 hours. The beginning of the first period of rest may begin in the preceding week and the end of the seventh period of rest may fall in the following week.

The period of rest must amount to at least 9 hours for assistants and apprentices under 16.

2. The time between two periods of rest, which includes time on duty and breaks for rest, shall not exceed 16 hours in the cases contemplated in §1, paragraph 1, and 15 hours in those contemplated in §1, paragraph 2.

* Extract E.B. V., p. 333.

† Title E.B. VIII., p. 126, No. 3.

3. An extension of the time designated in §2 shall be permissible in an undertaking on not more than 60 occasions in the year. For this purpose every occasion shall be counted when an extension took place for even only one assistant or apprentice.

Even in these cases the week must be divided by seven periods of rest of the prescribed duration (§1).

4. Instead of one of the uninterrupted periods of rest to be allowed under §1, the assistants and apprentices shall be allowed at least once in every second week an uninterrupted period of rest of at least 24 hours.

In the week in which, in accordance herewith, a period of 24 hours' rest need not be allowed, at least one further uninterrupted period of rest of at least 6 hours, which must fall between 8 a.m. and 10 p.m., shall be allowed, in addition to the uninterrupted period of rest of the prescribed duration (§1).

The provisions of the two preceding paragraphs shall not apply to licensed pensions for foreigners, where less than five workers are employed even in the busy seasons, provided that the assistants and apprentices are allowed in every week one uninterrupted period of rest of 16 hours, beginning at latest at 2 o'clock in the afternoon, instead of the periods of rest prescribed under §1.

5. The employers shall be bound to keep a register containing the names of the individual assistants and apprentices. The time when a period of rest is allowed under §4 and the duration of such rest shall be entered in the register for each individual assistant and apprentice.

Employers who make use of the provisions of §3 shall be bound to keep a further register in which occasions when overtime has been worked in the undertaking during the calendar year shall be entered.

The entries prescribed in paragraphs 1 and 2 shall be made, at latest, on the first day after the conclusion of each week for the week just expired.

The registers shall be submitted to the competent authorities and officials for inspection on demand.

6. Assistants and apprentices under 16 shall not be employed during the time from 10 p.m. to 6 a.m. In addition, assistants and apprentices of the female sex between the ages of 16 and 18, who do not belong to the family of the employer, shall not be employed between those hours in serving the guests.

II.

Assistants and apprentices within the meaning of these provisions shall be persons of either sex, not coming under the Federal Council's regulations respecting the employment of assistants and apprentices in hotels and public-houses (Notification of the Imperial Chancellor of 23rd January, 1902* ; R.G.Bl., p. 33) who are employed in the business of an hotel or public-house—e.g., porters, indoor men-servants, coachmen, lift attendants, chambermaids, cleaners, washers-up, washerwomen, etc. These provisions shall not apply to persons mainly employed in a commercial or other concern carried on for purposes of gain in connection with a hotel or public-house, in so far as their daily hours of work in such undertaking are subject to more far-reaching regulations under Imperial law.

III.

The preceding provisions shall come into force on 1st May, 1914.

Overtime (§3) shall be permissible on not more than 45 occasions up to the 31st December, 1914.

The prohibition contained in I., §6, sentence 2, shall not apply to persons employed in serving the guests on the promulgation of these provisions.

* Text G.B. I., p. 131, No. 1.

(C) PROTECTORATES.

GERMAN EAST AFRICA.

1. *Unfallschutzordnung.* Vom 6. Juli 1912. (Amtlicher Anzeiger für Deutsch-Ostafrika, S. 113.)

Order respecting the prevention of accidents. (Dated 6th July, 1912.)

1. The occupier of an industrial undertaking shall be bound to maintain the workrooms, working appliances, machines and tools, and to organise the undertaking, in such a manner that the workers are protected from danger to health and life so far as the nature of the undertaking permits, taking into consideration the special local circumstances.

In particular, he shall install the appliances which are necessary to protect the workers from coming into dangerous contact with machines or parts of machines or from other dangers arising from the nature of the workplace or the undertaking.

2. The local administrative authority shall have power, after consultation with experts and persons interested, to order, by police instructions for particular premises, the adoption of measures which are necessary for carrying out the principles laid down in §1, and which are enforceable, reasonable consideration being paid to the circumstances. A suitable term shall be granted for carrying out the instructions. Appeal from the instructions of the administrative authority may be made by the person concerned within one month to the Governor.

3. The Governor may issue, by Notification, general regulations respecting what requirements shall be satisfied in specified kinds of premises for the carrying out of the principle contained in §1.

4. The occupier of an industrial undertaking shall report to the local administrative authority without delay every accident occurring in the undertaking which causes the death of, or serious bodily injury to, any person. Where the occupier is prevented from so doing, the manager of the undertaking for the time being shall be responsible for sending in the notice. Failure to observe this regulation shall be punished by a fine not exceeding 100 rupees, or, in default, by detention for a term not exceeding 10 days.

5. This Order shall come into force on 1st October, 1912.

2. *Verordnung betr. die Anwerbung von Eingeborenen in Deutsch-Ostafrika.* (Anwerbe-Verordnung.) Vom 5. Februar 1913. (Amtlicher Anzeiger, S. 29.)

Order respecting the recruiting of native labourers in German East Africa. (Recruiting Order.) (Dated 5th February, 1913.)

[EXTRACT.]

4. Children and women shall not be recruited.

Recruited labourers may, with the sanction of the local administrative authority, take their wives and children with them, provided that repatriation of such persons without charge is guaranteed. Sanction shall only be refused for important reasons.

3. *Verordnung betr. die Rechtsverhältnisse der eingeborenen Arbeiter.* (Arbeiterordnung.) Vom 5. Februar 1913. (Amtlicher Anzeiger, S. 32.)

Order respecting the legal position of native labourers. (Labourers Order.) (Dated 5th February, 1913.)

1. The following provisions shall apply to contracts of work between employers not being natives and native labourers. They shall not apply to contracts respecting services of a higher kind, especially clerks, artisans and such like.

2. It shall not be necessary for agreements in consideration of a time wage for a term not exceeding 30 days, or in consideration of a piece wage the operation of which is expected to cover 30 days at the most, to be concluded before the authority in order to be valid.

Such contracts shall lose their validity on the expiration of 30 days since the conclusion of the contract, regardless of whether the agreed work is done or not.

If a contract is concluded for exactly 30 working days, particulars being provided of the days on which work is to be done (labourer's card) and if the labourer has begun to fulfil the contract, the contract shall remain valid even after the 30 days; it shall expire in the case of persons settled in the district on the conclusion of four months, and in the case of persons not so settled, on the conclusion of six weeks after entering the service.

In order that other contracts may be valid, it shall be necessary for them to be concluded in the presence of the district commissioner or the chairman of a local administrative authority or an official appointed by the latter, not being a native. The same shall apply in respect of alterations in contracts concluded in this manner.

The local administrative authority may issue more detailed provisions respecting the form of the labourer's cards.

3. The validity of the contracts of work concluded in accordance with §2, paragraph 4, shall be subject to the following limitation.

If the contract is concluded with labourers not settled in the district it shall expire, in the case of a contract concluded for 180 working days or less, without prejudice to the provisions of §2, at latest at the end of nine months; in the case of a contract concluded for from 181 to 210 working days, at latest at the end of 11 months; and in the case of a contract concluded for from 211 to 240 working days, at latest on the conclusion of one year.

Contracts respecting 90 days or more may be concluded with labourers settled in the district within the limits fixed in the preceding paragraph, providing that they need only be completed within a year.

It shall not be lawful to conclude contracts of work for a longer time than one year or in respect of more than 240 working days.

The same provisions shall apply to any subsequent extension of the period of work after the termination of the original contract, as in the case of conclusion of the contract in the first place.

The contractual period of work shall begin on the day after the labourer arrives at the undertaking.

4. If a labourer has not worked at least 20 days in the month, he may be punished otherwise than at the request of the master.

5. Agreements concluded by a labour recruiter with the recruited labourers, in conformity with §17 of the Recruiting Order of 5th February, 1913,* shall be binding on the employer if the manager of the undertaking or his representative fails to raise an objection to the agreements immediately the recruited workers arrive, and refuses to accept the recruited labourers before they begin their work.

* Extract E.B. XI., p. 61, No. 2.

6. Labourers whose place of residence is so far from the workplace that they cannot return regularly to their home after the conclusion of their daily work, and workmen who are permanently accommodated at the workplace, shall be given a maintenance allowance in addition to the wages, unless some other arrangement is agreed upon. The maintenance allowance must amount to at least one-third of the total agreed remuneration, and in the case of piece-workers shall not be less than the rate of maintenance usual in the locality.

If a combined remuneration is agreed upon instead of wages and maintenance allowance, the worker shall have a claim to have one-third of the combined remuneration paid in advance for the purposes of maintenance.

Wages and maintenance allowances must be paid in cash.

Where local circumstances do not permit of the labourers being boarded at their own cost at all or not without serious difficulties and waste of time, or if this can only be done at high prices exceeding the maintenance allowance, food shall be supplied in place of the maintenance allowance or the advance of wages. In such a case the price of the food supplied must not be less than the value of the maintenance allowance or advance of wages, and must, as regards quantity and quality, be sufficient to nourish the labourers and maintain their full working strength.

The maintenance allowance or, in so far as a combined remuneration is agreed upon, one-third of the corresponding part of the said remuneration shall be paid even for days on which the worker is not able to work on account of illness.

If the maintenance allowance, in pursuance of paragraph 4, takes the form of food, it must be given also on Sundays and legal holidays.

7. Wages shall only be paid for the days on which the worker has actually worked or on which no work was done as a result of orders given by the manager of the undertaking, his representative or some other employee. No wages shall be paid for Sundays and legal holidays on which no work was done.

8. The payment of a maintenance allowance or advance of wages shall take place at intervals of at most one week, and the payment of wages at latest on the conclusion of one month or after 30 working days.

In the case of labourers who are engaged by contract for a longer period than one month or 30 working days and with whom no agreement to the contrary is made, the employer may retain out of the wages a sum sufficient to form a security against any loss he may incur on account of any breach of contract on the part of the labourer.

Not more than one-half of the wages may be retained in any month in respect of these sums and for the repayment of any advances of wages. The amounts retained must be paid to the labourer at the conclusion of his obligation to work, in so far as they are not expended in settling up.

A labourer shall not be bound to perform further service on account of any debt still remaining due by him to the master when the obligation to work comes to an end.

9. Labourers not settled in the district shall have the right to require the employer who recruited them to convey them without charge back to the place from which they were recruited.

If the labourer fails to make the return journey, he shall be bound to reimburse the travelling expenses.

10. The daily hours of work shall not exceed 10 hours. If extraordinary circumstances arise, which justify a longer daily period of employment (as for instance, at harvest-time), the worker may demand the payment for every hour of overtime worked of a wage equivalent to such part of his wages for a

period of employment of 10 hours a day as would be payable in respect of the number of hours in question.

The hours of work shall be so arranged that after their conclusion the labourer still has time to do by daylight any necessary business in connection with his household.

11. The employer shall provide rooms for the accommodation of those workers who cannot return to their homes regularly on the conclusion of the daily work. These rooms must satisfy reasonable hygienic requirements for native labourers.

The employer shall provide for suitable places for cooking in the labourers' dwellings or in the vicinity, for the erection of sufficient and suitable sanitary accommodation, as well as for the supply of sufficient drinking water for all labourers at a distance not exceeding 2 kilometres from their dwellings. The boiling of water may be required if there is any danger of an epidemic.

12. In localities where the climatic conditions are such that the labourers need protection from the cold, the employer shall, on demand, supply every labourer who does not return regularly to his home on the conclusion of his daily work with a good blanket at cost price.

13. Every employer shall maintain in readiness, for every undertaking in which he permanently employs more than 100 labourers, a sick room of the necessary size and suited for the purpose, and shall also arrange in case of need a room for infectious illnesses, unless the sick persons are transferred to a public hospital.

Employers who permanently employ more than 100 labourers in an undertaking must keep at least one trained coloured medical attendant; those who employ more than 500 labourers, at least one European employee trained in the care of the sick, and those who employ more than 1,500 labourers, at least one trained European medical attendant, unless there is a public hospital in the place where the undertaking is carried on.

If there are more than 10 sick persons on an average, a coloured cook must be kept.

Every employer shall keep sufficient medical supplies, and if he employs more than 100 labourers, an adequately equipped house medicine chest, unless there is a public dispensary in the place where the undertaking is carried on.

The work of the medical attendants and also the medical supplies shall be under the supervision of the medical officer, of the district commissioner, or of the local administrative authority.

14. In case of illness the employer shall, until the labourer is admitted to a public hospital, supply him without charge with medicines, and in the case of injuries with bandages, and if the illness or injury makes this necessary he shall provide for the removal of the sick or injured person to a hospital and his admission thereto. The cost of conveyance to the hospital and maintenance there shall be borne by the employer for so long as the contractual relations continue.

The same obligation shall exist for a period of six weeks after his discharge in the case of a labourer who is ill when the contractual relations cease (expiry of time, notice, mutual agreement). In the case contemplated in §19 (3), this shall include treatment for not more than three weeks in a hospital. If the labourer did not contract the illness in the employment, this obligation shall not apply for more than one-half of the term of the contract already worked off.

15. In the case of labourers with whom a contract of work has been concluded in the presence of the authorities (§2) the employer shall, on the termination of the contractual relations, but at latest on the expiry of the

term of the contract, notify the district commissioner, or where there is no such person, the local administrative authority, of the discharge or conveyance home of the individual labourers or of their abode elsewhere, stating the date and reason for discharge. The employer shall, without delay, notify the district commissioner or, where there is no such person, the local administrative authority, of cases of death amongst the labourers, stating the name, tribe, date of death and the supposed cause, together with the amount of the outstanding wages. Labourers who at the time of their discharge are incapable of work or unable to march, shall, unless they are transferred to a hospital, be taken to the local administrative authority or be cared for by the employer until they are again able to march.

16. The Governor may require the employers in particular districts to give the labourers a discharge note immediately after the termination of the contractual relations.

17. The Governor may provide, for particular districts, that an employer shall only conclude a contract of work with a labourer if he can identify himself by producing a discharge note (§16), a tax receipt or some other official document.

18. The Governor may require employers in particular districts to keep wages registers showing how the labourers employed in his undertaking fulfilled their obligation to work, and the wages paid.

The Governor may issue special provisions respecting the form of the wages registers.

19. The employer may discharge a labourer without being bound to compensate him for the premature termination of the contractual relations :

(1) if the labourer is guilty of a crime or misdemeanour ;

(2) if the labourer exercises an evil influence over his fellow-workers or the natives living in the neighbourhood, or if he damages or endangers the interests of the employer by insubordination, or repeated gross disobedience, or by serious disrespect towards the employer, his employees and dependants, by repeated drunkenness or gross neglect of his obligation to work ;

(3) if the labourer remains away from work for more than three weeks in consequence of illness ;

(4) if, within three weeks of his entering the employment, the labourer develops a physical infirmity which prevents him from being employed in the employer's undertaking altogether, or permits of such employment only to a limited extent, or if he is suffering from disease which endangers the persons having intercourse with him. In these cases the employer shall be bound to provide for the labourer's return home without charge (§9) ;

(5) if the labourer agrees to his discharge. If a contract concluded before the persons named in §2 is in question, this agreement shall likewise be declared in the presence of the said persons.

20. A labourer shall be discharged from the service at his request before the termination of the obligation to work :

(1) if the employer grossly neglects his contractual obligations or the obligations laid upon him in this Order ;

(2) if the employer, his dependants, his representatives or employees are guilty of gross ill-treatment of the labourer ;

(3) if the labourer has become incapable of fulfilling the accepted obligation to work as a result of an injury received or of illness.

In these cases the labourer shall have a claim to wages and maintenance allowance for the remainder of the originally agreed term of the contract, in so far as it is equitable in the circumstances, that he shall not suffer loss.

The district commissioner shall intervene to bring about a settlement on application from one of the parties concerned.

21. The disciplinary punishments permitted under §17 of the Instructions of the Imperial Chancellor, dated 22nd April, 1896, respecting the exercise of criminal jurisdiction and disciplinary authority over natives in the German Protectorates of East Africa, the Cameroons and Togo-land, may be imposed at the request of the employer by the district commissioner in addition to the officials authorised for this purpose under the above-mentioned Instructions.

22. Contraventions of the provisions of §§13-15 and of the regulations issued in pursuance of §§16 to 18, shall be punished by imprisonment for a term not exceeding three months, by detention or by fine not exceeding 450 Rp., severally or jointly, in so far as no severer penalty is provided under other Acts.

Contraventions of the provisions of §11 shall be punished by a fine not exceeding 100 Rp. or by detention.

23. A fine not exceeding 3,000 Rp., or imprisonment for a term not exceeding three months, shall be imposed severally or jointly, upon :

(1) any person who attempts to induce native labourers to break their obligation to work ;

(2) any person who, for purposes of gain, engages a native labourer to work of whom he knows or of whom he is bound to suppose in view of the circumstances that he has withdrawn from his obligation to work for an employer.

The penalties permitted under the Instructions of the Imperial Chancellor, of 22nd April, 1896, shall apply in respect of natives and coloured persons legally on the same footing as natives.

24. Where a district commissioner is appointed, he, together with the local administrative officials having jurisdiction in native affairs, shall act as judges of first instance for the exercise of criminal jurisdiction over natives on account of contraventions of the provisions of this Order and for the decision of claims against natives under the law of property arising out of the contractual relations contemplated in §1.

The district commissioner, together with the local administrative authority, shall be competent to undertake the police and other administrative functions arising out of this Order. He shall have power to apply force in accordance with §§9-22 of the Imperial Order of 14th June, 1905, in order to enforce the orders issued by him in the lawful exercise of magisterial authority, provided that he shall not threaten to impose and impose fines in excess of 10 rupees in any one case.

The local administrative officials, the district commissioner and the medical officer shall have the right to satisfy themselves by inspecting the workplaces that the obligations laid upon employers by this Order are being observed.

25. The district commissioner, or where no such person is appointed, the representative of the local administrative authority, is authorised, as a legal representative of the labourer, to make good before the court claims against the employer arising out of the contract of work, to prosecute the employer and his employees, to raise private and subsidiary claims, to apply legal remedies, and to make application for the imposition of a fine.

26. This Order shall come into force on 1st October, 1913. The Labourers Order, 27th February, 1909,* shall be repealed at the same time.

* Title E.B. V., p. 6, No. 3.

II. Austria

1. *Erllass des Ministeriums des Innern betr. den Verkehr mit bleihaltigen Farben und Kitten.* Vom 17. Dezember 1913. (Verordnungsblatt des k.k. Ministeriums des Innern Nr. 22; *Sociale Rundschau* 1914, II., 75.)

Decree of the Ministry of the Interior respecting the sale of colours and cement containing lead. (Dated 17th December, 1913.)

It appears from the reports of the political authorities of the Provinces that the provisions of the Order of 26th April, 1909* (R.G.Bl. No. 63), restricting the importation and sale of colours and cement containing lead, are largely disregarded both in the wholesale and the retail trade, and that colours and cement containing lead are sold, as before, without being marked in the prescribed manner.

Since this may be chiefly attributed to the fact that the provisions in question are not known to the dealers and tradesmen concerned, the provincial Governments (*Stathalterei*; *Landesregierung*) are requested, unless this has already been done, to remind the groups concerned again of the Order in question and to instruct the lower authorities to have the exact observance of the provisions in question enforced by more frequent visits of inspection on the part of the medical officers and the other inspecting authorities appointed in pursuance of the Act of 16th January, 1896 (R.G.Bl. No. 89, ex 1897).

Reports on the result of these visits of inspection shall be handed in by the 1st March, 1914.

2. *Kaiserl. Verordnung betr. die Pensionsversicherung von Angestellten.* Vom 25. Juni 1914. (Reichsgesetzblatt Nr. 138; S.R. 1914, II., 332.)

Imperial Order respecting the pension insurance of employees. (Dated 25th June, 1914.)

3. *Kaiserl. Verordnung über die Anwendung des Handlungsgehilfengesetzes auf die bei Architekten zur Leistung kaufmännischer oder höherer, nicht kaufmännischer Dienste angestellten Personen.* Vom 10. Januar 1915. (R.G.Bl. Nr. 8; S.R. 1915, II., 3.)

Imperial Order respecting the application of the Commercial Assistants Act to persons employed in architects' offices for the performance of commercial work or work of a higher order not being commercial. (Dated 10th January, 1915.)

I., §2, Nos. 4 and 5, of the Commercial Assistants Act of 16th January, 1910,† (R.G.Bl. No. 20), shall be amended and shall read as follows:—

“(4) in the offices of advocates, notaries and patent attorneys;

(5) in the offices of civil engineers, unauthorised architects and civil geometericians;

II. A new division (7) shall be inserted in §2 of the Commercial Assistants Act:

“(7) in the offices of commercial brokers, private business agencies and information bureaux.”

III. The following new fourth paragraph shall be inserted in §7 of the Commercial Assistants Act:

“It shall not be lawful for employees in the service of the employers designated in §2 (5) to undertake, without the consent of the employer, orders falling within the scope of the employer's business, on their own account or on account of an outsider, in so far as the business interests of the employer are injured thereby; it shall, in addition, be unlawful for them, without the consent of the employer, to compete with him for one and the same contract.

If the employee contravenes this rule the employer may demand compensation for the damage sustained. The provisions of the preceding paragraph shall apply by analogy.”

* Text E.B. IV. p. 71, No. 8

† Text E.B. V., p. 202.

IV. The following shall be added to §27 (3) of the Commercial Assistants Act :
 " or if an employee contravenes the prohibition named in §7, paragraph 4."

V. This Imperial Order shall come into force on 15th January, 1915. From the same date the provisions of the Commercial Assistants Act shall apply to contracts of service newly subjected thereto in pursuance of §1 of this Imperial Order, even in the case of contracts already existing on the said date.

Sections 28, 29 and 32 of the Commercial Assistants Act shall not apply if such a contract of service has been prematurely determined before this Imperial Order comes into operation.

Where a term of notice shorter than that permitted under §20, paragraph 2, of the Commercial Assistants Act has been agreed upon, the term of one month's notice indicated in the said Section and the end dates for such terms there provided shall be substituted for the agreed term.

VI. My Minister of Justice, in agreement with the Ministers concerned, are charged with the enforcement of this Imperial Order.

4. *Kaiserl. Verordnung über die dritte Teilnovelle zum allgemeinen bürgerlichen Gesetzbuch.* Vom 19. März 1916. (R.G.Bl. Nr. 69.)

Imperial Order respecting the third partial amendment of the general Civil Code. (Dated 19th March, 1916.)

In pursuance of §14 of the State Constitution Act of 21st December, 1867 (R.G.Bl. No. 141), I hereby order as follows :—

I.

The following provisions are issued to amend and supplement the general Civil Code

[EXTRACT.]

PART 5.—PROVISIONS RESPECTING THE LAW OF OBLIGATIONS.

TITLE 9.—CONTRACTS OF SERVICE AND WORK. PUBLISHING CONTRACTS.

§150.

The 26th division of Part II. of the general Civil Code shall be headed "Respecting contracts for the performance of services," and shall read as follows :

Contracts of Service and Work.

1151. Where any person binds himself to serve another for a certain time, a contract of service shall be established ; where any person undertakes to perform certain work for remuneration, a contract of work.

In so far as charge has to be taken of a business (§1002), the provisions respecting contracts giving full powers must be observed.

1152. If no remuneration is fixed in the contract, a reasonable remuneration shall be held to have been agreed upon.

I. CONTRACT OF SERVICE.

1153. If there is nothing to the contrary in the contract of service or arising from the circumstances, the employee shall perform the services in person, and the right to the services shall not be transferable. Where nothing is agreed respecting the nature and scope of the services, reasonable services shall be rendered according to the circumstances.

Claim to Remuneration.

1154. If nothing to the contrary is agreed upon, or is customary in the case of services of the kind in question, the remuneration shall be paid after the services are performed.

If the remuneration is reckoned by the month or in respect of shorter periods, it shall be paid at the conclusion of each such period ; or if it is reckoned in respect of longer periods, at the conclusion of each calendar month. Remuneration reckoned by the hour, by the piece or for particular services, shall be paid in respect of services already performed at the conclusion of each calendar week, or in the case of services of a higher order, at the conclusion of each calendar month.

In any case the remuneration already earned shall fall due on the determination of the contract of service.

1154a. An employee paid by the piece or for particular services may demand an advance corresponding to the service rendered and his expenses, before the remuneration falls due.

1154b. An employee's claim to the remuneration shall continue if, after at least a fortnight's service, he is prevented by illness or accident from performing his service for a comparatively short period not exceeding one week, provided that he has not caused the incapacity deliberately or by gross negligence. The same shall apply if, without any fault on his part, he is prevented from performing his service for other serious reasons affecting him personally.

The employer may deduct such part of any sums which the employee draws during his incapacity in pursuance of any public system of insurance, as corresponds to his actual contributions towards the joint insurance premium.

1155. The employee shall be entitled to remuneration even for services which have not been performed if he was ready to perform the same, and was prevented from so doing by circumstances depending upon the employer ; he must, notwithstanding, make allowance for anything saved or earned as a result of the non-performance of the service, or for anything which he deliberately neglected to earn.

If he is prejudiced as a result of such circumstances by loss of time in the service, he shall be entitled to suitable compensation.

Duties of Employers in Case of Illness.

1156. Where, in the case of a contract of service laying claim to his earning capacity to a preponderant extent, the employee is accommodated in the household of the employer, the latter shall be bound, in case of illness not caused deliberately or by gross negligence, to provide him with the requisite attendance and medical treatment and the necessary medicaments for a period not exceeding 14 days, if the service has already lasted 14 days' and not exceeding four weeks if it has lasted half a year.

The attendance and treatment may be provided by admission to a hospital or, with the approval of the employee, through third persons. If the nature of the illness makes this necessary the employee may insist upon being treated in a hospital.

The duties laid upon the employer by these provisions shall not apply if the contract of service was entered upon only for the period of a temporary need and has not already been in operation one month.

1156a. Cash payments for medical treatment and the provision of the necessary medicaments, as well as the cost of attendance in a hospital or by third persons, may be set off against the money payments due to the employee in respect of the period of the illness.

Such part of any sums which the employee draws in respect of the period of the illness in pursuance of any public system of insurance, as corresponds to the actual contributions of the employer towards the joint insurance premium, may be deducted from the money payments. The other duties of

the employer, designated in §1156, shall cease to apply in so far as the same benefits are ensured to the employee by insurance.

Expiry of Claims.

1156b. The duties laid upon the employer under §§1154^b and 1156 shall expire if the contract of service comes to an end in consequence of the expiration of the period for which it was concluded or of previous notice to leave or of dismissal, not caused by the illness of the employee or any other serious reasons affecting him personally within the meaning of §1154^b. If the employee is dismissed as a result of the incapacity or if he is given notice during the incapacity, the consequent determination of the contract of service shall not be taken into consideration as regards the claims in question.

Duty of Employers to take Precautions.

1157. The employer shall so regulate the performance of the service and, as regards the rooms and implements which he is required to provide and provides, he shall see that the life and health of the employee is protected as far as is possible in view of the nature of the service.

If the employee is accommodated in the household of the employer, the latter shall make such arrangements as regards his living rooms and bedroom, board and hours of work and recreation, as are necessary in the interests of the health, morals and religion of the employee.

Determination of the Contract of Service.

1158. The contract of service shall come to an end on the expiration of the time for which it was concluded.

A contract of service entered into on probation or only for the period of a temporary need may be determined by either party any time during the first month.

A contract of service entered into for the lifetime of a person or for more than five years may be determined by the employee on the expiration of five years after giving six months' notice.

If the contract of service was entered upon or has been continued without any agreement as regards time, it shall be determinable after notice, subject to the following provisions.

Terms of Notice.

1159. Notice may be given :

if, in the case of a contract of service not involving services of a higher order, the remuneration is reckoned by the hour, by the day, by the piece or for particular services, at any time to apply the following day ; if such a contract lays claim to the employee's earning capacity to a preponderant extent, and has already lasted three months, or if the remuneration is reckoned by the week, at latest on the first day of the week, to apply at the end of the week. In the case of remuneration by the piece or for particular services, the notice shall not take effect before the completion of the work in progress at the time when the notice was given.

1159a. If a contractual relation involving services of a higher order lays claim to the employee's earning capacity to a preponderant extent, and has already lasted three months, at least four weeks' notice shall be given regardless of the manner in which the remuneration is reckoned.

The same shall apply, in general, if the remuneration is reckoned by the year.

1159b. In all other cases the contract of service may be determinated on giving 14 days' notice.

1159c. The term of notice must always be the same for both parties. If, unequal terms are agreed upon, the longer term shall apply to both parties.

Search for a New Situation.

1160. If the employee is accommodated in the employer's household, or if he is prevented by the contract of service from seeking another situation, he shall, on his request, be allowed reasonable time off for this purpose, after the notice has been given and without any reduction in his remuneration.

Bankruptcy.

1161. The Bankruptcy Code shall regulate the effect of the bankruptcy of the employer upon the contract of service.

Premature Determination of Contracts.

1162. If the contract of service was entered upon for a definite time, it may be determined by either party for serious reasons before the expiration of such time, or otherwise without observing a term of notice.

1162a. If the employee leaves the service prematurely without serious reason, the employer may either require him to resume his service and to pay damages, or to pay damages for failure to fulfil the contract. If the employee is dismissed prematurely for a fault, he shall not be required to pay damages for failure to fulfil the contract. The employee shall have a claim to the corresponding part of the remuneration not yet due for services already performed, only in so far as such services have not lost their value to the employer, wholly or to a preponderant extent, on account of the premature determination of the contract of service.

1162b. If the employer dismisses the employee prematurely without serious reason, or if he is to blame for the premature departure of the employee, he latter shall maintain, without prejudice to further damages, his contractual claims to remuneration for the time which would have had to elapse up to the determination of the contract of service in the case of the expiry of the term of the contract or of regular notice, provided that any sums shall be deducted which he has been saved as a result of the determination of the contract of service, or which he has earned or has deliberately neglected to earn in other employment. Notwithstanding, in so far as the above-mentioned period does not exceed three months, the employee may demand the whole remuneration due for such period without deduction.

1162c. If both parties are to blame for the premature determination of the contract of service, the Judge shall decide, in his discretion, whether and to what amount any damages are payable.

1162d. Claims in respect of premature departure or dismissal within the meaning of §§1162a and 1162b shall expire unless they are made good by judicial proceedings within six months of the day on which they might have been raised.

Certificates.

1163. On the determination of the contract of service the employee shall, on his demand, be provided with a written certificate showing the duration and nature of the service rendered. If the employee wishes for a certificate while the contract of service is in operation the same shall be supplied at his own expense. It shall not be lawful to make entries and notes on the certificate which would hinder the employee in securing a new situation.

Certificates belonging to an employee which are in the possession of the employer must be given up to the employee at any time on demand.

Compulsory Provisions.

1164. It shall not be lawful for the rights of an employee arising out of §§1154, paragraph 3, 1156 to 1159b, 1160 and 1162a to 1163, to be revoked or restricted by the contract of service.

2. CONTRACT OF WORK.

Duty of Employers to take Precautions.

1169. The provisions of §1157, with the exception of those regulating the performance of the service and hours of work and recreation, shall apply correspondingly to contracts of work.

§151.

The time which the employee must be allowed after notice has been given in order to seek another situation may be more closely determined, by Order, for particular places or districts and for particular classes of service.

§152.

The provisions of §150 shall apply to contracts of service existing on 1st January, 1917. Notwithstanding, §§1162 to 1162d, of the general Civil Code, shall not apply if the contracts of service are prematurely determined before 1st January, 1917.

§153.

The provisions of §150 shall not apply to the contracts of service of persons engaged as officials or servants of the Court, of the State, of a State Institution, of a Province, District, commune or public fund, unless the said relations are based upon a contract under private law. This shall not affect the existing special legal provisions regulating specified service, in particular those of the General Mining Act, the Industrial Code and the Act of 28th July, 1902* (R.G.Bl. No. 156), nor those of the Commercial Assistants Act, the Estates Officials Act, the Servants and Domestic Code, nor the existing regulations of the Railway Management Order and the organisation rules for the State Railway Administration relating to the supervisory and disciplinary rights of the Railway Inspecting Authorities over against the employees of the State and private railways.

In so far as no provisions respecting the contract of service are included in the existing special legal regulations for specified services, the provisions of §150 shall apply.

PART 6.—EXPIRY OF CLAIMS AND LEGAL TIME LIMITS.

§194.

§1486 of the General Civil Code shall be headed "Special terms for the Expiry of Claims," and shall read :

The following claims shall expire in three years : Claims

(5) of the employee in respect of remuneration and of compensation for expenses arising out of the contracts of service of workers, day

* Text G.B. I., p. 405, No. 3.

labourers, servants and all private employees, and those of the employer in respect of advances made in satisfaction of such claims ;

II.

The provisions of the third partial amendment of the General Civil Code respecting the expiry of claims (§§191-201) shall come into operation on 1st April, 1916 . . . and the remaining provisions on 1st January, 1917.

In so far as nothing to the contrary is contained in this Imperial Order, all existing legal provisions contrary to the provisions of the same shall go out of operation on the said dates.

My Minister of Justice is charged with the administration of this Imperial Order. He shall issue all the instructions necessary for its introduction and enforcement, and in so far as these affect the sphere of other Ministers, in agreement with them.

III. France

1. *Loi du 23 décembre 1912 modifiant et complétant la loi du 12 avril 1906 sur les habitations à bon marché.* (Bulletin du Ministère du Travail et de la Prévoyance sociale, 1913, 174.)

Act to amend and supplement the Act of 12th April, 1906,* respecting cheap dwellings. (Dated 23rd December, 1912.)

2. *Loi du 27 décembre 1912, modifiant le 3me paragraphe de l'article 9 de la loi du 5 avril 1910, relative aux retraites ouvrières et paysannes.* (B.M.T., 1913, 69.)

Act to amend the third paragraph of §9 of the Act of 5th April, 1910,† respecting pensions for workmen and peasants. (Dated 27th December, 1912.)

SOLE SECTION. The 3rd paragraph of §9 of the Act of 5th April, 1910†, as amended by §57 of the Finance Act of 27th February, 1912,‡ shall be replaced by the following provision :

“The liquidated pension shall be subsidised by the State under the conditions determined by this regulation, by means of special credits made annually for this purpose in the Finance Act, but such subsidy shall not exceed a pension of 100 francs, nor shall it increase the pension to more than 360 francs inclusive of the subsidy.”

3. *Décret du 28 décembre 1912, modifiant le décret du 9 septembre 1905 relatif aux subventions aux caisses de secours contre le chômage involontaire.* (B.M.T., 1913, 70.)

Decree to amend the Decree of 9th September, 1905, respecting subventions to societies for the relief of involuntary unemployment.** (Dated 28th December, 1912.)

1. Sections 5, 9 and 11 of the Decree of 9th September, 1905,** as amended by the Decrees of 20th April, 1906*†, 31st December, 1906,*† and 3rd December, 1908,†† shall be amended as follows :

* Text E.B. I., p. 442.

† Text E.B. V., p. 361.

‡ Text E.B. VII., p. 386.

** Text E.B. I., p. 14.

*† Text E.B. I., p. 188, No. 3.

**† Text E.B. I., p. 471.

†† Text E.B. IV., p. 75, No. 18.

§5. (Additional paragraph.) Notwithstanding, in order to give preliminary encouragement, a subvention of 100 francs at the most may be granted to new societies satisfying the following conditions: they must have at least 50 members, and have collected contributions, and imposed upon their members contributions of sufficient amount to ensure the regular working of the society.

§9. The words "two francs" to be replaced by the words "two francs, 50 centimes."

§11. (Re-drafting.) The amount of contributions paid in respect of the involuntary unemployment by effective members during the preceding half-year shall be at least equal to one-third of the grants allocated. In exceptional cases the sums withdrawn by a society from reserve funds may be treated as contributions.

When the proportion of one-third is not reached, and the society is nevertheless carrying on operations in a regular manner, a subvention of not more than 20 per cent. of the amount of the contributions paid during the half-year may be allowed. In this case the regulations contained in the third and fourth paragraphs of §12 below shall apply.

4. *Circulaire du Ministre du Travail du 15 janvier 1913 concernant les dérogations au repos collectif du dimanche.* (B.M.T., 1913, 302.)

Circular of the Minister of Labour respecting exemptions from simultaneous rest on Sunday, (Dated 15th January, 1913.)

5. *Décret du 12 février 1913 déterminant les conditions d'application à la Martinique des dispositions du livre II. du Code du Travail et de la Prévoyance sociale.* (B.M.T., 1913, 292.)

Decree determining the conditions regulating the application of the provisions of Book II. of the Code of Labour to Martinique. (Dated 12th February, 1913.)

[EXTRACT.]

The regulation of work in Martinique shall be subject to the following provisions:

TITLE I.—CONDITIONS OF WORK.

Chapter I.—Age of Admission to Work.

1. Children shall not be employed or admitted to works, factories, quarries, yards, workshops, or their dependencies of whatever nature they may be, public or private, lay or religious, even if they have the character of institutions for providing industrial instruction or of charitable institutions, before completing the thirteenth year of their age.

This provision shall not apply to establishments where no persons are employed other than the members of the family, working under the authority of the father, mother, or guardian.

2. Notwithstanding, children in possession of the certificate of primary education instituted by the Act of 28th March, 1882, may be employed from the age of 12 years.

3. No child under 13 years of age shall be admitted to work in the establishments contemplated above if he is not in possession of a certificate of physical fitness issued without charge by one of the medical men having the duty of inspecting newly-born infants, or one of the medical inspectors of schools, or some other medical man in the public service, designated by the Governor. The parents may require an independent examination to be made.

4. The inspectors of labour may at any time require children under 16 years of age, already admitted to establishments subject to inspection, to be medically examined in order to ascertain if the work on which they are employed is beyond their powers.

In this case the inspectors shall have the right to require them to be removed from the establishment on the recommendation to that effect of one of the medical men designated in §3, and after an independent examination, if the parents so demand.

5. In orphanages and charitable institutions contemplated in §1, and in which primary education is given, manual or industrial instruction shall not be given for more than three hours a day, in the case of children under 13 years of age, except as regards children of 12 years of age who are in possession of the primary education certificate.

*Chapter II.—Hours of Work.**Children and Women.*

6. In the establishments enumerated in §1, children under 18 years of age and women shall not be employed for more than 10 hours of actual work in a day, divided by one or more breaks for rest, the duration of which shall not be less than one hour, and during which no work shall be performed.

7. In the said establishments, except in works with continuous furnaces, the breaks shall take place at the same hours for all the persons protected by the preceding Section.

8. In the establishments contemplated in §1, other than works with continuous furnaces, and the establishments designated by a Decree of the Governor, it shall not be lawful to organise the work in relays in the case of the said persons.

Where the work is organised in successive shifts or sets, the work of each set shall be continuous except as regards the break for rest.

9. The restrictions respecting hours of work may be suspended in case of necessity by the inspector of labour. Such exemption shall never be allowed for more than a fortnight by the same authorisation, nor for more than 30 days altogether in a year. The duration of actual work shall not in any case exceed 12 hours in 24.

No authorisation shall be allowable beyond this limit, except by special decision of the Governor made in private council.

10. In the cases contemplated in the preceding Section, the authorisation granted shall be affixed in a noticeable place in the establishment.

11. In addition, when the authorisation has been given for a specified number of days without fixing the date of the said days, the head of the undertaking shall notify the inspector on each occasion when he wishes to make use of the authorisation. A copy of the notice sent to the inspector shall be affixed and remain posted up in a noticeable place in the establishment while the exceptional work is in progress.

*Chapter III.—Night Work.**Children and Women.*

12. Children under 18 and women shall not be employed on any work at night in the establishments named in §1.

13. All work between 9 o'clock in the evening and 5 o'clock in the morning shall be held to be night-work.

14. The night's rest of children under 18 and women shall amount to at least 11 consecutive hours.

*Chapter IV.—Weekly Rest and Holidays.**Children and Women.*

15. Children under 18 and women shall not be employed on Sundays or the holidays recognised by law in the establishments named in §1.

*Chapter V.—Special Provisions.**Theatres and Cafés-Concerts.*

16. Children of either sex under 13 years of age shall not be employed as actors, supers, etc., in public performances in theatres and cafés-concerts.

The Governor may, in exceptional cases, authorise the employment of one or more children in theatres in the production of specified pieces.

TITLE II. HYGIENE AND SAFETY OF WORKERS.*Chapter I.—General Provisions. [§§18—24.]**Chapter II.—Special Provisions respecting the Employment of Children and Women.*

25. The establishments contemplated in §1 and their dependencies in which children under 18 or women are employed shall be kept in a constant state of cleanliness and be suitably lit and ventilated. They shall satisfy all the requirements of safety and hygiene necessary in the interests of the workers' health.

In all establishments containing mechanical apparatus, all wheels, belts, gear, or any other mechanism likely to involve danger, shall be fenced off from the workers in such a manner that it shall not be possible to approach them except for the purposes of the work.

Wells, traps, and openings for purposes of descent shall be fenced.

Employers or heads of establishments shall, in addition, see that good manners are maintained and public decency observed.

26. In all the establishments designated in §1 and in §18 the different kinds of work likely to involve danger, or exceeding the worker's powers, or injurious to morality, which are prohibited in the case of children under 18 and women, shall be specified by Decrees of the Governor.

27. Children under 18, workers or apprentices and women, shall not be employed in unhealthy or dangerous establishments included in the classes contemplated in §1 of the present Decree, where the worker is exposed to processes or emanations prejudicial to his health, except subject to special conditions laid down by Decrees of the Governor for each of these classes of worker.

28. Contrary to paragraph 2 of §1 of the present Decree, §§25, 26, and 27 shall apply to the establishments contemplated in §1 where only members of the family are employed, working under the authority of the father, mother, or guardian, if the work is performed with the help of a steam boiler or motor power, or if the industry carried on is included in the list of dangerous or unhealthy establishments.

29. A master shall never employ an apprentice, even in establishments not contemplated in §18, on work which is unhealthy, or exceeds his powers.

30. Stores, shops, and other places dependent thereon, in which goods and various articles are manipulated or offered to the public by a female staff, shall be provided, in each room, with a number of seats equal to that of the women there employed.

TITLE III.—*Inspection of Labour.*

Chapter I.—Notices, Registers, and Certificates.

31. The rules laid down in the present chapter shall apply, in the absence of anything to the contrary, to the establishments enumerated in §1, employing children and women.

32. Heads of establishments shall be bound to keep affixed in each workshop the hours of beginning and ceasing work, as well as the hours and duration of the breaks for rest.

A duplicate of this notice shall be sent to the inspector of labour.

33. In all workrooms in institutions and orphanages, and charitable or beneficent workshops in connection with religious or lay establishments, a notice shall be permanently affixed, stating in easily legible characters the conditions of work of the children employed as prescribed in §§6 to 8 and 11, 15, 16, and fixing the manner of dividing the day, *i.e.*, the hours of manual work, of rest, of instruction, and of meals.

This notice shall be approved and signed by the inspector.

34. A complete statement shall be kept of the names of the children brought up in the institutions designated in §33, giving their names and forenames and the date and place of their birth, duly certified by the directors of the institution: the statement shall contain particulars of any changes as they occur, and shall be placed at the disposal of the inspector of labour in the course of his visits.

35. Mayors shall be bound to supply, without charge, to a father, mother, guardian, or employer certificates of birth of children of either sex, under 18 years of age, giving the names and forenames of the children, the date and place of their birth, and their place of residence.

If the child is under 13, the certificate shall state whether he is or is not in possession of the certificate of primary education instituted by the Act of 28th March, 1882.

36. The heads of establishments named in §18 shall be bound to keep and place at the disposal of the inspector, a register to be signed by him in the course of his visits, and in which he may enter, if necessary, his observations and instructions.

Chapter II.—Inspectors of Labour.

37. Controllers of bridges and roads engaged locally by competition under conditions prescribed by the Minister, shall be appointed by Decrees of the Governor to fill the office of inspector of labour, under the authority of the chief of the department of bridges and roads of the colony. They shall have the duty of seeing that the provisions of the present Decree are carried out.

They shall likewise have the duty of ensuring observance of the Sections enumerated by §107 of Book I, of the Code of Labour, in so far as they have been made applicable to Martinique by the Decree of 2nd March, 1912.*

38. In State establishments in which the interests of the national defence are opposed to the admission of persons outside the service, the enforcement of the provisions of the present Decree shall rest exclusively with special officers designated for this purpose by the Governor.

* Text E.B. VIII., p. 280, No. 2.

The list of these establishments shall be issued by Decree based on a report of the Minister for the Colonies, and, according to the circumstances, of the Minister of War or the Minister of Marine.

39. The inspectors of labour shall take an oath not to reveal trade secrets, and, in general, the manufacturing processes with which they may become acquainted in the exercise of their duties.

Any violation of this oath shall be punished in conformity with §378 of the Penal Code.

40. The inspectors shall have the right of entry into all the establishments contemplated in the regulations which it is their duty to enforce, in order to proceed to the inspections and inquiries with which they are entrusted.

41. The inspectors may demand to see the register contemplated in §36, the birth certificates contemplated in §35, the internal regulations and, if necessary, the certificates of physical fitness named in §3.

42. The inspectors of labour shall notify contraventions by official reports, which shall be held to be correct in the absence of proof to the contrary.

These official reports shall be drawn up in duplicate; one copy shall be sent to the Governor and the other deposited in the court (*parquet*).

43. In addition to the work of inspection entrusted to them, it shall be the duty of the inspectors to keep statistics of the conditions of work in the colony.

44. The provisions of the present chapter shall not affect the rules of common law concerning the detection and prosecution of offences by the commissioners of police or other officers of the judicial police.

Chapter III.—Consultative Committee of Labour.

45. A Consultative Committee of Labour shall be established by Decree of the Governor. This committee shall consist of:

(1) General councillors elected by the General Council;

(2) *Ex officio* members appointed by reason of their functions;

(3) An equal number of representatives of heads of establishments and workers or employees.

46. The Consultative Committee of Labour shall have the duty of studying the conditions of work in the colony and of giving advice on the regulations to be made, on modifications to be made in the existing *régime*, and in general on the various questions affecting the condition of the workers.

47. The Governor shall present annually to the Minister of the Colonies a report on the administration of the present Decree and possible modifications of the same, as well as on the work of the Consultative Committee of Labour.

A duplicate of this report shall be sent to the Minister of Labour through the Minister for the Colonies.

TITLE IV. PENALTIES.

Chapter I.—General Provisions. [§§48—54].

Chapter II.—Special Provisions.

I.—Hygiene and Safety of Workers [§§55—59].

II.—Inspection of Labour [§§60, 61].

Chapter III.—Attenuating Circumstances : Civil Responsibility [§§62—64].

FINAL PROVISIONS.

65. The Decrees of the Governor respecting the administration of the present Decree shall be made in private council, after consultation with the Colonial Council of Hygiene and the Consultative Committee of Labour.

Copies, in duplicate, of these Decrees shall be transmitted, within a month, to the Minister of the Colonies, who shall forward one copy to the Minister of Labour.

66. The provisions of the present Decree shall apply to foreigners working in the establishments designated therein.

67. The Minister of the Colonies and the Minister of Labour are charged, each in so far as he is concerned, with the execution of the present Decree, which shall be published in the *Journaux officiels* of the French Republic and of the Colony of Martinique, and inserted in the *Bulletin officiel* of the Minister for the Colonies.

6. *Loi du 21 mars 1913 admettant les sociétés et unions de secours mutuels à bénéficier d'avances de l'Etat en vue de l'application de la loi du 10 avril 1908, relative à la petite propriété et aux maisons à bon marché.* (B.M.T., 1913, 409.)

Act to admit mutual aid societies and unions to benefit from State advances, in view of the application of the Act of 10th April, 1908,* relating to small property and cheap dwellings. (Dated 21st March, 1913.)

7. *Décret du 23 mai 1913 modifiant le décret du 26 février 1910, portant règlement d'administration publique pour l'application de la loi du 11 juin 1909, relative aux encouragements spéciaux à donner à la sériculture et à la filature de la soie (fonds de secours et de maladie constitué en faveur du personnel ouvrier des filatures).* (B.M.T., 1913, 87[*].)

Decree to amend the Decree of 26th February, 1910,† issuing public administrative regulations for the application of the Act of 11th June, 1909,‡ respecting special encouragement to be given to the breeding of silkworms and to silk spinning (relief and sickness funds established for the benefit of silk weavers). (Dated 23rd May, 1913.)

8. *Décret du 17 juin 1913 portant application de l'art. 139 de la loi de finances du 13 juillet 1911 relatif aux ouvriers mineurs atteints d'ankylostomiasme.* (B.M.T., 1913, 30[*].)

Decree to apply §139 of the Finance Act of 13th July, 1911, respecting miners infected with ankylostomiasis.** (Dated 17th June, 1913.)

1. A miner who wishes to benefit from the provisions of §139 of the Act of 13th July, 1911,** shall address his application to the occupier of the works. If the claim is disputed on the part of the occupier, the miner shall summon him, in order to procure an expert opinion, before the Justice of the Peace of the canton in which the mine is situated. The Justice of the Peace shall designate a medical man, who shall make his report within five days. The Justice of the Peace shall thereupon make his award.

2. A miner who is certified to be infected with ankylostomiasis shall be treated, optionally, either in an infirmary belonging to the occupier and approved by the prefect, or in a hospital of the district. The prefect, after consultation with the administrative commission, shall designate for each mine the local hospital or hospitals where the miners may be treated.

3. In the absence of any employers' infirmaries or hospitals, a miner certified to be infected with ankylostomiasis may arrange to be treated at home by a medical man of his own choice, subject to the right of the occupier to name to the Justice of the Peace a medical man who shall have the right to assure himself of the state of the sick person, in the presence of the medical man treating the case, on giving 24 hours' previous notice by registered letter.

4. If the medical representatives of the sick man and of the occupier are not agreed as regards the possibility of the workman resuming work, the party most concerned shall refer the matter to the Justice of the Peace, who shall act in the manner contemplated in §1.

5. Where the occupier does not himself provide the treatment, he shall bear the medical, pharmaceutical, and hospital expenses which are indispensable to the treatment, under the conditions laid down by the Act of 9th April, 1898,*† amended by the Acts of 22nd March, 1902,*† 31st March, 1905,*† and 12th April, 1906.*†

Medical men, chemists, and hospital managers may claim direct from the occupier of the works.

* Text E.B. IV., p. 9, No. 3.

† Title E.B. V., p. 236, No. 20.

‡ Text E.B. IV., p. 300, No. 18.

** Text E.B. VII., p. 376, No. 54.

*† Text E.B. IV., p. 38, No. 1, and E.B. I., p. 183, No. 1

6. The rules of competency and procedure contained in Title III. of the Act of 9th April, 1898,* respecting industrial accidents, shall apply to disputes arising from the application of §139 of the Act of 13th July, 1911,† and of the present Decree.

7. The Minister of Public Works and the Minister of Labour are charged, each in so far as he is concerned, with the execution of the present Decree, which shall be published in the *Journal officiel* and inserted in the *Bulletin des Lois*.

9. *Décret du 1er juillet 1913, modifiant le décret du 14 mars 1903 sur l'organisation du Conseil supérieur du Travail.* (B.M.T., 1913, 40[*].)

Decree to amend the Decree of 14th March, 1903‡ respecting the organisation of the Superior Labour Council. (Dated 1st July, 1913.)

10. *Décret du 8 juillet 1913 rendant applicable dans les colonies françaises et pays de protectorat dépendant du Ministère des Colonies la loi du 17 avril 1907 concernant la sécurité de la navigation maritime.* (B.M.T., 1913, 120[*].)

Decree to apply in the French Colonies and Protectorates under the Ministry for the Colonies, the Act of 17th April, 1907, respecting the safety of the sea-going service.** (Dated 8th July, 1913.)

11. *Loi du 14 juillet 1913 relative à l'assistance aux familles nombreuses.* (B.M.T., 1913, 33[*].)

Act respecting assistance for large families. (Dated 14th July, 1913.)

[EXTRACT.]

2. All heads of families of French nationality having more than three legitimate or recognised children dependent upon them, and whose resources are insufficient to bring them up, shall receive an annual grant for each child under 13 years of age beyond the third child under 13.

If the children are in the charge of their mother, in consequence of the death of the father, of his disappearance, of his having deserted his family, or for any other cause, the assistance shall be given in respect of each child under 13 beyond the first child under 13.

If the children are in the charge of their father, in consequence of the death of the mother, of her disappearance, of her desertion of her family, or for any other cause, the assistance shall be given for each child under 13 beyond the second child under 13.

For the purposes of the present Act, children of from 13 to 16 years of age, for whom the head of the family or the mother has entered into a written contract of apprenticeship, under conditions determined by the public administrative regulations contemplated in §15 of the present Act, shall be treated as children under 13.

Relations who have taken the children under their charge in the event of the children having been deserted, or of their father and mother having disappeared, shall be held to be heads of families.

3. The amount of the grant shall be fixed, for each commune, by the municipal council, subject to the approval of the General Council and of the Minister of the Interior.

It shall not be less than 60 frs. per annum for each child, nor more than 90 frs.; if the grant is more than 90 frs. the excess shall be charged entirely to the commune.

12. *Circulaire du Ministre de l'Intérieur aux préfets du 24 juillet 1913, relative à l'application de la loi du 14 juillet 1913 sur l'assistance aux familles nombreuses.* (B.M.T., 1913, 68[*].)

Circular of the Minister of the Interior to the Prefects, relating to the application of the Act of 14th July, 1913,† respecting assistance for large families. (Dated 24th July, 1913.)

* Text F.B. IV., p. 38, No. 1, and E.B. I., p. 183, No. 1.

† Text E.B. VII., p. 376, No. 54.

‡ Text F.B. II., p. 165.

** Extract E.B. II., p. 246.

*† Extract E.B. XI., p. 79, No. 11.

13. *Circulaire du 24 juillet 1913 du Ministre du Travail aux préfets et aux inspecteurs divisionnaires du travail sur l'emploi des enfants et des femmes aux étalages extérieurs des boutiques et magasins.* (B.M.T., 1913, 75[*].)

Circular of the Minister of Labour to the prefects and the divisional inspectors of labour respecting the employment of children and women at the outside stalls of shops and stores. (Dated 24th July, 1913.)

14. *Articles 68 à 75 de la loi de finances du 30 juillet 1913 relatifs à l'assistance aux femmes en couches.* (B.M.T., 1913, 38[*].)

Sections 68 to 75 of the Finance Act of 30th July, 1913, relating to assistance for lying-in women.

68. The provision of assistance for lying-in women during their period of rest, under the conditions laid down by the Act of 17th June, 1913,* shall be incumbent upon the departments, with the participation of the communes and the State.

The service in question shall be organised by the General Council, and administered by the prefect. If a General Council refuses or neglects to consider the matter, or if its consideration of the same is suspended by the application of §49 of the Act of 10th August, 1871, provision may be made for the organisation of the service by a Decree issued in the form of public administrative regulations.

69. The amount of the daily allowance shall be decreed for each commune by the municipal council, subject to the approval of the General Council and the prefect. The allowance shall not be less than 0.50 frs. nor more than 1.50 frs. If it is more than 1.50 frs. the excess shall be payable exclusively by the commune.

The allowance shall be increased by 0.50 frs. a day, after the confinement, if the mother nurses her infant herself.

70. It shall be compulsory for each commune, under the conditions laid down in §§136 and 149 of the Act of 5th April, 1884, to meet the expense of providing the allowances in respect of the period of rest of lying-in women and for nursing mothers, made in pursuance of the above Sections, to women without means having their domicile for the purposes of relief in the commune.

The communes shall meet their expenses by means of :

(1) Special resources arising from endowments or donations made in view of the period of rest of lying-in women ;

(2) The participation, if any, of the charities board and the hospital ;

(3) If these are not sufficient, a subvention from the department, calculated on the basis of that part of the expenses which is not covered by the resources contemplated under (1) and (2) above, in conformity with Table A (Tables 1, 2, and 3) appended to the Act of 14th July, 1913,† provided that the burden on the commune shall not be less than 10 per cent. of the said part of the expenses :

(4) For the rest, the ordinary receipts of, or resources arising from, rates, levies, or fees, the collection of which is authorised by law.

71. It shall be compulsory for the department, subject to the conditions laid down in §§60 and 61 of the Act of 10th August, 1871 :

(1) To pay the expenses arising from allowances in respect of the period of rest of lying-in women and for nursing mothers, made in pursuance of the above Sections, to women without means having their domicile for the purposes of relief in the department ;

(2) To pay the cost of the departmental administration and supervision of this service ;

(3) To pay the subventions to be allowed to the communes under the preceding Section.

The departments shall meet these expenses by means of :

(1) Special resources arising from endowments or donations made to them in view of the period of rest of lying-in women ;

(2) If these are not sufficient, a subvention from the State, calculated on the basis of that part of the expenses not covered by the resources contemplated under (1), and in conformity with Table B (Tables 1, 2, and 3), appended

* Text E.B. VIII., p. 294, No. 44.

† Extract E.B. XI., p. 79, No. II.

to the Act of 14th July, 1913,* provided that the burden upon the department shall not be less than 5 per cent. of the said part of the expenses;

And for the rest :

(3) The ordinary receipts of, and resources arising from, sales, levies, or fees, the collection of which is authorised by law.

72. Independently of the subvention allowed in pursuance of §71, the State shall bear :

(1) The cost of the allowances in respect of the period of rest of lying-in women and for nursing mothers, made in pursuance of the above Sections to women without resources having no domicile for the purposes of relief;

(2) The general expenses of administration and supervision arising from the execution of the present Act.

73. Sections 3 *et seq.* of the Act of 17th June, 1913,† and the provisions of §§68 to 72 of the present Act shall apply to women habitually occupied in their homes on paid work.

In consequence, in order to receive the allowance contemplated by the said Sections, they must prove not only that they have temporarily ceased to carry on their usual trade, but also that they rest effectively, as far as is compatible with the exigencies of domestic life, and that they take the necessary care of the health of the child and of their own health, under the conditions laid down in §4, paragraph 3, of the Act of 17th June, 1913.†

74. The general administrative regulations contemplated in §11 of the Act of 17th June, 1913,† shall prescribe, in addition, the measures necessary for the enforcement of §§68 to 73 of the present Act.

Special public administrative regulations shall prescribe the conditions under which the Act of 17th June, 1913,† supplemented by §§68 to 75 of the present Act, shall be applied to the City of Paris.

75. The Act of 17th June, 1913, and §§68 to 73 of the present Act shall come into operation during the three months following the insertion in the *Journal officiel* of the public administrative regulations contemplated in §11 of the Act of 17th June, 1913,† and in the first paragraph of §74 of the present Act.

15. *Article 48 de la loi du 31 juillet 1913 relative aux voies ferrées d'intérêt local (conditions de travail et retraites du personnel).* (B.M.T., 1913, 73[*].)

Section 48 of the Act of 31st July, 1913, respecting railways serving local needs (conditions of work and pensions of the staff).

48. The contracts or specifications appended to the document certifying to the public utility of a railway serving local needs shall in future include provisions relating to the conditions of work and pensions of the staff.

16. *Décret du 11 août 1913 portant règlement d'administration publique pour l'exécution des dispositions du livre II. du Travail (Titre II. : hygiène et sécurité des travailleurs) en ce qui concerne le couchage du personnel dans tous les établissements assujétis.* (B.M.T., 1913, 56[*].)

Decree issuing public administrative regulations for the execution of the provisions of Book II. of the Code of Labour (Title II. : Hygiene and safety of workers), as far as concerns the sleeping accommodation of the staff in all establishments subject thereto. (Dated 11th August, 1913.)

1. The cubic capacity of places set apart for the sleeping accommodation of the staff in the establishments contemplated in §65 of Book II. of the Code of Labour, shall not be less than 14 cubic metres per person. These places shall be amply ventilated; to this end, they shall be provided with windows or other openings with movable sashes, opening directly into the open air. Any such place not ventilated by a chimney must be provided with some other method of continuous ventilation.

2. Places set apart for sleeping accommodation shall have a mean height of at least 2.60 metres; a less height, being, however, more than 2.40 metres, may be allowed in places established before the 4th August, 1904.

* Extract E.B. XI., p. 79, No. 11.

† Text E.B. VIII., p. 294, No. 44.

If the ceiling forms part of the roof of the house, it must be water-tight and covered by a coating without cracks. If the masonry is not at least 30 cms. thick, the exterior walls must enclose a space of air or contain isolating materials of sufficient thickness to protect the occupant or occupants from sudden changes of temperature.

3. Family groups must each have a separate room. Rooms used as dormitories shall be occupied only by persons of the same sex. The beds shall be separated from each other by a distance of at least 80 centimetres.

Every person or every married couple must have a separate bed for their exclusive use, consisting of a bedstead, an under-mattress or straw mattress, a top mattress, a bolster, a pair of sheets, and coverlet; some furniture or a cupboard shall also be provided for the occupant's possessions.

4. No person shall be made to sleep in workrooms, shops, or other places used for industrial or commercial purposes.

5. The floor of the places set apart for sleeping accommodation shall consist of jointed boards easily washed. The walls shall be covered with a coating capable of being effectively washed or lime-washed.

The lime-washing shall be renewed whenever this is necessary for the purposes of cleanliness, and at least every three years.

6. The articles named in §3 shall be kept in a constant state of good repair and cleanliness. The sheets shall be washed once a month at least, and, in addition, whenever the occupants of the beds are changed.

The top mattresses shall be carded at least every two years, and the straw mattresses renewed at least twice a year.

7. The places used for sleeping purposes shall never be cumbered up, and the dirty linen shall not be left in them. They shall be kept in a constant state of cleanliness, either by washing or by cleaning with the use of brushes or damp cloths. This operation shall be carried out and the beds made every day.

No measures shall be spared, if necessary, to destroy insects.

8. Drinking water and lavatory basins, at least one for six persons, shall be placed at the disposal of the staff. These lavatories shall be supplied with a towel for each individual person, and soap.

9. Smoke flues, other than those of impermeable masonry, shall not pass through places set apart for sleeping accommodation. Such places shall not be in direct communication with closets, drains, sinks, or cesspools.

10. The provisions of §2, paragraph 1, §4, and §5 shall not apply to the sleeping places of watchmen, held to be necessary for night-watching.

11. The text of the present Decree, and a notice giving in easily legible characters rules of health respecting precautions against tuberculosis, shall be affixed in all rooms used as dormitories.

The contents of this notice shall be drawn up by Ministerial Decree.

12. The time limit contemplated in §69 of Book II. of the Code of Labour for carrying out official instructions shall be:

One month, in the case of instructions based upon §§1, 2, and 5, paragraph 1, of the present Decree;

A fortnight, in the case of instructions based upon §5, paragraph 2, and §6, paragraph 2, of the present Decree;

Four days, in the case of instructions based upon the other provisions of the Decree. Notwithstanding, this minimum time limit shall be increased to one month in the case of instructions based upon §§3, 4, and 9, if the execution of such instructions involves the procuring of new installations and not merely the utilisation of existing installations.

As a transitory measure, the time limits applying to official instructions given to the heads of establishments before the publication of the present Decree shall continue to apply, in so far as they may have been fixed beforehand.

13. In pursuance of §§3 and 4 of the Act of 26th November, 1912,* codifying the labour laws (Book II. of the Code of Labour), the Decree of 28th July, 1904,† shall cease to have effect from the publication of the present Decree.

14. The Minister of Labour is charged with the execution of the present Decree, which shall be published in the *Journal officiel* of the French Republic and inserted in the *Bulletin des Lois*.

* Title E.B. VIII., p. 288, No. 35.

† Text E.B. III., p. 363, No. 3.

17. *Circulaire du Ministre du Travail du 12 août 1913, relative à l'application de la loi du 14 juillet 1913 sur l'assistance aux familles nombreuses en ce qui concerne les enfants en apprentissage.* (B.M.T., 1913, 59[*].)

Circular of the Minister of Labour relating to the application of the Act of 14th July, 1913,* respecting assistance for large families as far as concerns children in apprenticeship. (Dated 12th August, 1913.)

18. *Arrêté du Ministre du Travail, du 13 août 1913, fixant les termes de l'affiche prescrivant des mesures d'hygiène contre le développement de la tuberculose dans les dortoirs.* (B.M.T., 1913, 58[*].)

Decree of the Minister of Labour issuing the terms of the notice prescribing hygienic measures for the prevention of tuberculosis in dormitories. (Dated 13th August, 1913.)

19. *Circulaire du Ministre du Travail, du 15 août 1913 relative au repos obligatoire des femmes en couches travaillant chez autrui.* (B.M.T., 1913, 61[*].)

Circular of the Minister of Labour respecting the compulsory rest, on their confinement, of women working in other people's concerns. (Dated 15th August, 1913.)

20. *Décrets des 4 et 7 septembre 1913 déterminant les conditions d'application à la Guadeloupe des livres I. and II. du Code du Travail et de la Prévoyance sociale.* (B.M.T., 1913, 121[*].)

Decrees to determine the conditions under which Books I. and II. of the Code of Labour shall apply to Guadeloupe. (Dated 4th and 7th September, 1913.)

[The Decree of 4th September, 1913 (Book I. of the Code of Labour), corresponds in all respects with the Decree of 2nd March, 1912, extending to Martinique the provisions of Book I. of the Code of Labour (Text E.B. VIII., p. 280, No. 2); the Decree of 7th September, 1913 (Book II. of the Code of Labour) corresponds to the Decree of 12th February, 1913, applying to Martinique the provisions of Book II. of the Code of Labour (Extract E.B. XI., p. 74), with the following essential differences:]

13. All work done between eight o'clock in the evening and six o'clock in the morning shall be regarded as night-work.

37. Inspectors of labour detailed from the body of metropolitan inspectors of labour, or, failing them, engaged by special competition, shall have the duty of ensuring the observance of the provisions of the present Decree. These officials shall be under the direct orders of the Governor.

They shall likewise have the duty of ensuring the observance of the Sections enumerated in §107 of Book I. of the Code of Labour, in so far as the said book has been made applicable to Guadeloupe by the Decree of 4th September, 1913.

They may also be entrusted with the inspection of scheduled establishments and of those having steam apparatus.

The functions of protector of immigrants, as defined by the Decree of 30th June, 1890, may likewise be entrusted to an inspector of labour.

Inspectors of labour belonging to the body of metropolitan inspectors of labour shall receive, in addition to their European salary, a colonial supplement equal to the amount of such salary.

Special indemnities for official and travelling expenses may be granted them. — A later Decree shall regulate the conditions under which inspectors of labour under the Ministry of Labour shall be detailed to Guadeloupe.

If it is necessary to appoint a special inspector of labour for Guadeloupe, this official shall be nominated by order of the Colonial Minister, after a competition the conditions and syllabus of which shall be determined by the Colonial Minister after consultation with the Minister of Labour.

* Extract E.B. XI., p. 79, No. 11.

His salary shall be fixed by order of the Colonial Minister, who shall at the same time draw up the rules affecting him as far as concerns discipline, promotion, and travelling conditions.

If the regular inspector of labour is absent, the Governor shall entrust his duties in the interim to an inspector of the department of public works, or to any other official whose training or previous service make especially suitable for this function.

21. *Décret du 22 septembre 1913 portant règlement d'administration publique pour l'exécution des dispositions du livre II. du Code du Travail (Titre II. : hygiène et sécurité des travailleurs) en ce qui concerne les mesures particulières relatives aux étalages extérieurs des magasins et boutiques.* (B.M.T., 1913, 76[*].)

Decree issuing public administrative regulations for the execution of the provisions of Book II. of the Code of Labour (Title II. : Health and safety of workers), as far as concerns special measures respecting the outside stalls of stores and shops. (Dated 22nd September, 1913.)

1. No stalls shall be set up outside stores and shops unless such stalls are provided with shelters or other arrangements to protect the persons employed at them from the inclemency of the weather.

In cold weather sufficient means of warming shall be arranged for the employees, inside the establishment.

2. The minimum term contemplated in §69 of Book II. of the Code of Labour for carrying out official instructions based upon the provisions of the preceding Section shall be four days : notwithstanding, this minimum term shall be extended to one month if compliance with such instructions involves the construction of new installations, and not merely the utilisation of existing installations.

3. The Minister of Labour is charged with the execution of the present Decree, which shall be published in the *Journal officiel* of the French Republic and inserted in the *Bulletin des Lois*.

22. *Décret du 22 septembre 1913, remplaçant celui du 17 mai 1905, relatif à l'organisation du corps des inspecteurs du travail.* (B.M.T., 1913, 109[*].)

Decree to replace the Decree of 17th May, 1905, respecting the organisation of the staff of inspectors of labour. (Dated 22nd September, 1913.)

23. *Arrêté du 9 octobre 1913 fixant les termes de l'avis indiquant les dangers de l'hydrargyrisme, à afficher dans les couperies de poils.* (B.M.T., 1913, 107[*].)

Order giving the terms of the notice indicating the dangers of mercurial poisoning, to be posted up in fur-cutting works. (Dated 9th October, 1913.)

24. *Arrêté du 9 octobre 1913 déterminant la composition de la boîte de secours prévue par le décret du 1er octobre 1913 sur l'infection charbonneuse.* (B.M.T., 1913, 107[*].)

Order determining the contents of the bandage box contemplated by the Decree of 1st October, 1913,* respecting anthrax infection. (Dated 9th October, 1913.)

25. *Arrêté du 9 octobre 1913 fixant les termes de l'affiche relative aux dangers de l'infection charbonneuse.* (B.M.T., 1913, 107[*].)

Order giving the terms of the notice respecting the danger of anthrax infection. (Dated 9th October, 1913.)

* Text E.B. IX., p. 74, No. 6.

26. *Arrêté du 9 octobre 1913 fixant les termes de l'avis indiquant les précautions hygiéniques à prendre dans l'emploi du ciment.* (B.M.T., 1913, 107[*].)

Order giving the terms of the notice indicating hygienic precautions to be taken in the use of cement. (Dated 9th October, 1913.)

27. *Arrêté du 9 octobre 1913 fixant les termes de l'instruction sur les premiers soins à donner aux victimes des accidents électriques.* (B.M.T., 1913, 107[*].)

Order determining the particulars of the instruction in first aid for the victims of electrical accidents. (Dated 9th October, 1913.)

28. *Arrêté du 9 octobre 1913 fixant les termes de l'avis relatif à la durée du travail dans l'air comprimé et aux soins à donner dans certains cas.* (B.M.T., 1913, 107[*].)

Order giving the terms of the notice respecting the duration of work in compressed air and the treatment to be given in certain cases. (Dated 9th October, 1913.)

29. *Decrét du 22 octobre 1913 portant réorganisation des conseils d'arbitrage du travail indigène à Madagascar.* (B.M.T., 1913, 129[*].)

Decree to reorganise the councils of arbitration for native labour in Madagascar. (Dated 22nd October, 1913.)

30. *Décret du 4 décembre 1913 portant règlement d'administration publique pour l'application des dispositions de l'article 2 de la loi du 14 juillet 1913 relatives aux enfants de 13 à 16 ans placés en apprentissage.* (B.M.T., 1913, 109[*].)

Decree issuing public administrative regulations for the application of the provisions of §2 of the Act of 14th July, 1913,* relating to children of from 13 to 16 years of age placed out as apprentices. (Dated 4th December, 1913.)

31. *Décret du 17 décembre 1913, portant règlement d'administration publique pour l'application de la loi du 17 juin 1913 sur le repos des femmes en couches.* (B.M.T., 1914, 7[*].)

Decree issuing public administrative regulations for the application of the Act of 17th June, 1913,† respecting the period of rest for women on their confinement. (Dated 17th December, 1913.)

TITLE I.—CLAIM TO ASSISTANCE.

1. Any woman who claims the right to benefit from the legal provisions respecting the period of rest for women on their confinement shall send a written application to the mayor of the commune in which she resides.

If she is not able to sign this application herself, she shall make a mark, the authenticity of which shall be attested by two witnesses domiciled in the commune.

If she is incapable of expressing her wish, the application may be drawn up by the mayor and signed by two witnesses.

If the application is made while the applicant is in a hospital, it shall be countersigned by the representative of the establishment.

* Extract E.B. XI, p. 79, No. 11.

† Text E.B. VIII, p. 294, No. 44.

2. The applicant must state in the application :
 - (1) That she is of French nationality ;
 - (2) That she is habitually occupied with hard work at home or in the concern of another ;
 - (3) What are the family expenses devolving upon her ;
 - (4) What resources she will continue to have at her disposal during her rest, especially those, if any, which may come from her husband's work.

The applicant must add all the information necessary to establish what is her domicile for the purposes of relief.

3. She must attach to her application :

- (1) The extracts from the tax-rolls (*rôles des contributions*) which concern either the applicant herself or her husband, according to circumstances ;
- (2) A certificate from the employer or employers, stating that she is habitually occupied with paid work.

If it is impossible to procure this certificate, she must state the reason.

4. The mayor shall issue a receipt for the application.

A complete copy of §§4 and 5 of the Act of 17th June, 1913, and of the second paragraph of §69 of the Act of 30th July, 1913,* shall be attached to this receipt.

5. The mayor shall collect such information as is likely to make the case clear to the relief board, and send it, together with the applications and documents attached, to the said board.

The board may, if considered expedient, proceed to make supplementary inquiries.

The board shall draw up a preliminary list, including, on the one hand, the applicants whose domicile for the purposes of relief is within the commune, and on the other hand, those in whose cases the said domicile is not within the commune.

6. The mayor shall transmit to the prefect the list of applicants whose domicile for the purposes of relief is not within the commune. He shall send therewith their applications and the documents attached.

7. The claim to the assistance shall involve a right to the allowance only in respect of the period which precedes and that which follows the confinement in respect of which the application was made.

8. Every woman enrolled on the list admitted as a matter of urgency, shall, in order to receive the daily allowance before the confinement, produce the medical certificate named in the first paragraph of §3 of the Act of 17th June, 1913.

This certificate shall state whether the condition of the applicant is such as to necessitate her taking the rest contemplated in the said Section.

It shall state likewise the probable date of the confinement.

9. The medical certificate shall be sent to the mayor.

On receiving the certificate, the mayor shall fix the date from which the daily allowance ought to be granted in conformity with the provisions of §4 of the Act of 17th June, 1913.

A copy of the mayor's decision shall be sent immediately to the prefect.

Notwithstanding, if the prefect has authority to deal with the application and if the medical certificate is attached to the same, the prefect, in dealing with the matter, shall decide at the same time the date from which the daily allowance ought to be granted. He shall notify the mayor of his decision.

10. Every woman enrolled on the list or admitted as a matter of urgency, shall have a right to the daily allowance after her confinement even if the child is shown dead to the officer of the civil authorities.

11. The amount of the daily allowance shall be the same for all the persons assisted in the commune in which they reside.

TITLE II.—SUPERVISION.

12. The relief board shall draw up every year at its first sitting, the list of persons who have undertaken to supervise the observance by the persons concerned of the rules relating to rest and health prescribed in the third paragraph of §4 of the Act of 17th June, 1913.

This list may be revised in the course of the year.

13. As soon as the date, from which the allowance ought to be made, has been fixed, or as soon as the notice of the confinement has reached him, the mayor shall choose from the list the person who is to visit the woman assisted.

He shall send to the said person a letter signed by himself, with the instructions to be given to the woman to be assisted.

* Text E.B. XI., p. 80, No. 14.

14. The person designated by the mayor shall visit the woman as soon as possible. The said person shall report to the mayor by the beginning of the period during which the daily allowance is to be made, on any reasons which may exist for giving the allowance wholly or partly in kind.

During the said period the visitor shall ascertain that the provisions contained in the third paragraph of §4 of the Act of 17th June, 1913, are observed, and shall report on the matter to the mayor.

If the woman assisted does not reside in the place which is her domicile for the purposes of relief, the reports contemplated in the preceding paragraph shall be forwarded by the mayor to the prefect.

15. On receiving the information contemplated in the second paragraph of the preceding Section, the relief board or, in its default, the mayor, shall decide if the allowance shall be made, wholly or partly, in kind.

16. At the conclusion of the period during which the allowance has been made after the confinement, a special report shall be presented stating whether the mother has nursed her infant herself.

If the mother has nursed the infant only during a part of the said period, the report shall mention this fact, and give the dates.

The mayor shall transmit this document to the prefect, who shall decide, if the question arises, for how many days the nursing bonus is due.

17. The general council, in its deliberations as regards the organisation of the assistance for lying-in women during their period of rest, shall make arrangements for departmental supervision, the expenses of which are included, by §71 (2) of the Act of 30th July, 1913, amongst the compulsory expenses of the department.

If the general council fails to make arrangements for supervision, this shall be done by a Decree issued in the form of public administrative regulations.

TITLE III.—WITHDRAWAL OF THE ASSISTANCE.

18. If a woman, having been admitted to the benefits of the assistance, ceases to comply with the conditions contemplated in §3 of the Act of 17th June, 1913, her name shall be removed from the list in the same manner as that prescribed for entering names thereon.

The removal of her name shall be notified immediately to the person concerned. Notice shall be sent to the prefect in cases where this decision has been taken by another authority.

19. If a woman being assisted fails to carry out the measures prescribed in paragraph 3 of §4 of the Act of 17th June, 1913, or if it is shown that she has made incorrect statements, the withdrawal of the allowance may be ordered, as a matter of urgency, by the relief board or the mayor, if the woman assisted has her domicile for the purposes of relief within the commune, and by the prefect in other cases.

20. The mayor shall forward to the prefect directly, and as a matter of urgency, notices of the death or admission into hospital of the persons receiving assistance, resident in the commune.

21. As soon as a woman receiving assistance is admitted to, or dies in, a hospital, the management of the said hospital shall inform the prefect directly and as a matter of urgency.

TITLE IV.—MATERNITY BENEFIT SOCIETIES AND CHARITABLE INSTITUTIONS.

22. A Decree approving a maternity benefit society or a charitable institution under the conditions laid down in §10 of the Act of 17th June, 1913, shall ratify the rules thereof and fix the district within which its function shall be carried on.

The said Decree shall lay down the conditions as regards financial control to which the institution must submit.

23. As soon as an applicant is awarded assistance, the prefect or the mayor, according to circumstances, shall notify the approved maternity benefit society or institution.

The mayor shall notify the date from which the allowance will be due.

Every decision as regards the removal of a name or the withdrawal of a grant shall likewise be notified by the authority making such decision.

24. The representative of the institution shall designate the person who is to visit the woman assisted, and shall decide whether the allowance shall be made, wholly or partly, in kind.

He shall receive the reports contemplated in §14 of the present Decree.

He may propose to the mayor that the allowance shall be withdrawn.

25. The Minister of the Interior is charged with the administration of the present Decree, which shall be published in the *Journal officiel* and inserted in the *Bulletin des Lois*.

32. *Circulaire du Ministre du Travail du 31 janvier 1914, concernant l'emploi des enfants et des femmes aux étalages extérieurs (constation de la température).* (B.M.T., 1914, 23 [*].)

Circular of the Minister of Labour respecting the employment of children and women at outside stalls (verification of the temperature). (Dated 31st January, 1914.)

33. *Loi du 25 février 1914 modifiant la loi du 29 juin 1894 et créant une caisse autonome de retraites des ouvriers mineurs.* (B.M.T., 1914, 29 [*].)

Act to amend the Act of 29th June, 1894, and to create an Autonomous Pensions Fund for Miners. (Dated 25th February, 1914.)

TITLE I.

1. Within a term of six months dating from adoption of this Act, a special fund, bearing the name "Autonomous Pensions Fund for Miners," shall be instituted for the purpose of providing pensions for miners and persons employed in mines, being of French nationality.

This fund shall be a civil corporation.

Foreign miners working in France shall be subject to the same *régime* as those of French nationality, notwithstanding they shall not benefit by the grants and bonuses given either by the State or by the Autonomous Fund, unless treaties with their countries guarantee equivalent advantages to French subjects.

2. The Autonomous Pensions Fund for Miners shall act under the control of the State, subject to the conditions laid down by the Act of 5th April, 1910.*

It shall be administered by a council consisting of :

Six members elected by workers satisfying the conditions prescribed by the Act of 1894 respecting elections to the position of administrator of relief funds, and voting under the same conditions as for those elections ;

Six members elected by the mining employers ;

Six members representing the State, namely : the Director-General of the Deposit Fund (Caisse des Dépôts et Consignations), and the Director of Insurance and Social Welfare, who shall act *ex officio* ; two members nominated by the Minister of Labour ; one member nominated by the Minister of Finance, and one member nominated by the Minister of Public Works.

Nine substitute members, appointed in order to take the place of the regular members in case of absence or if vacancies should arise, shall be elected and appointed in the same manner :

Three by the workers,

Three by the employers,

One by each of the Ministers concerned.

If the workers or the employers renounce their right to elect representatives, the members of the council not elected by them shall be nominated by the Minister of Labour.

The council shall appoint, from amongst its members, a president and a secretary.

* Text E.B. V., p. 361.

Rules of internal management drawn up by the administrative council and subject to the approval of the Ministry of Labour, shall determine the functions and emoluments of the officers of the Autonomous Fund, as well as the administrative methods on which the Fund shall be operated, and the rules governing the method of book-keeping.

3. The members of the administrative council of the Autonomous Fund for Miners shall be appointed for four years. They may be re-elected or re-nominated at the end of their term of office.

One-half shall be replaced every two years.

The first replacement of members shall take place at the end of the first two years of the council's operations ; the members to be replaced at the end of the first two years shall be selected by drawing lots.

No person shall be elected or nominated to the administrative council of the fund if he is not in possession of his civil and political rights and has not the privilege of being a French subject.

TITLE II.

4. The national Old Age Pensions Fund shall be liable to pay any contingent pensions or those to which a right has been acquired, corresponding to contributions received by it, in pursuance of the Act of 29th June, 1894, previously to the putting into force of the present Act.

The employers shall pay each month into the Autonomous Fund for Miners, for the purpose of forming a basic capital for the retiring pensions, a sum equivalent to 4 per cent. of the wages of their workers or employees, of which : two per cent. shall be at their expense exclusively, and 2 per cent. shall be deducted from the wages of the workers and employees.

These payments shall be made in the name of each of the miners, without being liable to reimbursement. Notwithstanding, if the insured person so demands, the contributions deducted from his wages shall be held as reserved capital. In this latter case, the bonus which he is entitled to receive in pursuance of paragraph 4 of §10 here following shall not be more than what he would have obtained by making his contributions not subject to reimbursement.

The contributions shall be entered in a special book in the name of each worker and employee.

The workers and employees whose earnings exceed 3,000 frcs. shall not benefit from the provisions of this Act in respect of sums beyond that amount.

Workers and employees may supplement their compulsory contributions by voluntary contributions.

5. The investment of funds shall be effected under the conditions contemplated in paragraph 3 of §15 of the Act of 5th April, 1910.

The financial management of the pensions fund for miners shall be entrusted to the Deposit Fund, which will effect its investments without charge, subject merely to the reimbursement of the fees and expenses of brokerage or purchase.

The investments of the Autonomous Fund shall be effected at its own choice. The Deposit Fund shall not refuse to carry out orders to buy or sell, except in order to reduce the amounts, if necessary, in view of the state of the market and except on receiving contrary instructions from the permanent section of the Superior Council on Workers' Pensions, as far as concerns orders to buy.

The current account opened by the Deposit Fund to the benefit of the Autonomous Pensions Fund for Miners shall produce interest equal to that of the current account of the Deposit Fund at the Treasury.

General administrative regulations, issued on the proposition of the Ministers of Finance and of Labour, after consultation with the supervisory commission of the Deposit Fund, shall contain administrative measures relating to financial management.

6. The age at which the enjoyment of pensions, grants and bonuses may begin shall be 55 years.

In order to have a right to the grants and bonuses provided by the State and the bonus fund, every miner shall prove that he has worked 30 years for wages in French mines, without the total number of working days spread over these 30 years being less than 7,920 days.

Days of rest on account of injuries and illnesses shall count as days of work.

The benefit funds shall pay to the account of the worker a sum equivalent to 5 per cent. of the daily allowance provided by the rules of such funds, per day of rest occasioned by injury or illness, except in the case of accidents coming under the Act of 9th April, 1898.

7. Workers or employees who sustain serious injuries or are rendered prematurely infirm to an extent involving absolute and permanent incapacity for work, being outside the cases regulated by the Act of 9th April, 1898, and provided the incapacity was not caused by a deliberate fault, shall be entitled to have their pensions liquidated at an earlier date, whatever their age may be.

Pensions thus liquidated shall be increased by State bonuses under the conditions contemplated in the Workers' Pensions Act.

They may likewise be increased out of the bonus fund of the Autonomous Fund in accordance with its resources and in proportion to the number of years of work in mining.

TITLE III.

8. Every miner of French nationality being 55 years of age and having worked for 30 years shall receive from the State an annual allowance of 100 francs.

All miners, their widows and children, shall benefit in addition from all the other advantages provided by the Acts of 5th April, 1910, and 27th December, 1912.*

In particular, workers and employees who, coming under the conditions laid down in §4, paragraph 5, of the said Act, but who, being in the service of a mining undertaking, have not been able to claim to be enrolled in the time limit laid down by §62 of the Finance Act of 27th February, 1912,† shall benefit by the advantages conferred during the period of transition, provided that they cause themselves to be enrolled within a year from the date of the promulgation of the present Act, and that they make all the contributions prescribed by the Act of 5th April, 1910.

9. The wives, not being wage-earners, of miners may benefit from the advantages conferred by the Acts of 5th April, 1910, and 27th February, 1912, and secure for themselves pensions independently of those of their husbands.

They shall benefit from all the advantages conferred by the said Acts upon persons voluntarily insured.

The time limits laid down by the said Acts for these declarations shall, as far as they may be affected, be extended, and shall expire one year after the promulgation of the present Act.

* Text E.B. XI., p. 73, No. 2.

† Text E.B. VII., p. 386, No. 67.

TITLE IV.

10. The Autonomous Fund for Miners shall have at its disposal a special fund raised by the following means :

(1) By a levy on the wages of each worker or employee, the rate of which shall be fixed by the administrative council of the fund, provided that it shall not exceed 1 per cent. ;

(2) By contributions from the employers equal to those of the workers. These contributions shall be made at the same time and in the same manner as those contemplated in §4 ;

(3) By a subsidy from the State which shall be fixed annually by the Finance Act, and which shall not be less than 2 million francs ;

(4) By donations and legacies and the income from invested funds ;

(5) By a sum equal to one-half of the voluntary offers made by the owners of concessions in order to obtain concession contracts signed after 1st February, 1912.

This special fund shall be devoted to the following purposes :—

(1) To meet the administrative expenses of the fund ;

(2) To ensure to all persons formerly in receipt of pensions or allowances, on whatever grounds they may have been entitled to the same, bonuses and allowances not being less than those they received hitherto ;

(3) To increase by bonuses, up to a sum not exceeding 730 frcs. per annum, inclusive of the allowance contemplated in the first paragraph of §8, and in proportion to a wage calculated on the basis of the six best years, the pensions and grants of whatever kind payable to miners who satisfy the conditions laid down in §6 ;

(4) To ensure to the widows of persons in receipt of pensions or grants, allowances equal at least to one-half of the pension or grant of their husbands, increased by bonuses within the limits fixed in the preceding paragraph, provided that such allowances shall not exceed 365 frcs. ;

(5) To make an allowance, calculated on the basis of 12 frcs. for every year of work in the mine, to former miners, not being in receipt of pensions or grants, having left work before the application of the present Act, being at least 55 years of age, and having worked for wages for at least 30 years, including 15 years in mines ;

(6) To ensure to the widows of the former miners contemplated in the preceding paragraph, and to the widows of miners who die in the course of acquiring the right to a pension, allowances which may be equal to that provided in case of the death of the worker, by §6 of the Act of 5th April, 1910 ;

(7) To give to the orphans of miners allowances which may be equal to those provided in case of the death of the worker by §6 of the Act of 5th April, 1910.

The pensions and allowances of widows contemplated in paragraphs (2), (4) and (6) of this Section shall only be payable on condition that there has been no divorce or separation based exclusively on wrongs committed by the wife, and that the marriage has existed for at least three years before the date when the husband ceased work. Notwithstanding, no condition respecting the duration of the marriage shall apply if there is a child already born to the couple at the time when the husband ceases work, and if the husband's work ceases as the result of an industrial accident, it shall be sufficient if the marriage was contracted previously to the accident.

In case of re-marriage, the allowance shall cease to be paid to the widow ; notwithstanding, she shall receive a sum down equivalent to three years of the allowance which has been allotted to her.

The conditions which it shall be necessary to satisfy in order to have a right to the bonuses and grants, and the amount of the same, shall be laid down by public administrative regulations, issued on the proposition of the Ministers of Labour, of Public Works, and of Finance, after consultation with the administrative council of the Autonomous Fund.

11. Where an employer, by a collective agreement, ensures, at his own expense, to his workers and employees and to their widows the full amount of the bonuses and grants procurable from the special fund, amounting to 750 frcs. for workers and employees and 365 frcs. for widows, and where he makes up for all others entitled to benefit under §§7 and 10, the full advantages which would be conferred upon them by the operation of those Sections, he, and his workers and employees with him, shall be exempt from all contributions to the special bonus fund, provided, notwithstanding, that the burden assumed is not less than the contribution of 1 per cent. from which he is exempted.

If the agreement is determined, for whatever reason, the employers and workers shall come again under the general law.

The administrative regulations contemplated in the preceding Section shall prescribe the method of applying this Section and the proofs of payment to be produced by the employer at the end of the year.

TITLE V.

12. Miners' delegates and their substitutes shall be treated as workers and employees as far as concerns obligations and benefits under the present Act.

Those who have a salary corresponding to a minimum of 20 days' work shall have 2 per cent. of their salary deducted by the fund through which payment is effected.

The same amount shall be deducted from the salaries of delegates or substitutes the number of whose days of work is less than 20, whatever the number of such days may be.

In the case of miners' delegates and substitutes receiving salaries corresponding to less than 20 days' work, and who are working in the undertaking, the employer shall make the deduction in respect of the days actually worked, under the same conditions as apply to the other workers.

Miners' delegates who, having a salary corresponding to less than 20 days' work, are no longer working in the undertaking, must themselves, on pain of losing their right to a pension, make good, by a monthly contribution, the sum to be deducted from the salary of a miners' delegate, so that the contribution and the sum deducted shall be together equivalent to the sum deducted from the salary of a miners' delegate based on 20 days' work, at the daily rate fixed by the prefect for the district.

The State shall supplement the contributions of miners' delegates by a contribution corresponding to at least 2 per cent.

The widows and orphans of miners' delegates shall enjoy the same advantages as those conferred upon the widows and orphans of workers and employees.

Former miners' delegates shall be treated in the same manner as former workers, provided that they satisfy the same conditions as the latter as regards years of work and age.

The charges imposed by §10 shall be submitted to on the same basis as in the preceding paragraphs, by means of deductions and contributions.

TITLE VI.

13. Employers' funds, liquidation funds and employers who themselves guarantee the pensions acquired by former workers, shall furnish each year, and for the first time in the month following the date on which the Autonomous Pensions Fund starts operations, a list showing :

- The names, ages and addresses of the pensioners ;
- The number of years during which they worked in the mine ;
- The amount of the pension which they ought to receive in the course of the year.

They shall furnish likewise annual estimates of their operations.

They shall, in addition, notify the fund of the dates of any deaths which may occur in the course of the year.

The pension certificates issued to miners by the National Old Age Pensions Fund in respect of contributions made under the Act of 29th June, 1894, shall be forwarded by that Fund to the Autonomous Pensions Fund for Miners, which will thus be in a position to pay on the authorisation of the same the arrears of the pensions in question at the same time as the other arrears which it is incumbent upon the Autonomous Fund to pay.

The sums paid by the Autonomous Fund on the account of the National Old Age Pensions Fund shall be reimbursed by the latter upon the production of the necessary extracts from the registers and life certificates bearing the receipt of the recipients, or in the case of payments made to survivors, on the production of the receipts of the latter supported by documents proving their rights.

14. All the pensions and grants paid in pursuance of the present Act shall be non-transferable and not liable to seizure, except in the interests of public hospitals for the payment of the daily fee of a recipient of a pension admitted to such hospital.

All deeds, documents and papers whatsoever required in the execution of the present Act shall be given free and exempt from the stamp and registration duties.

15. The provisions of the Act of 29th June, 1894, and of those of all Laws and Decrees respecting miners' pensions which are contrary to the present Act, are hereby abrogated.

This provision shall not prejudice in any way rights acquired before the putting into operation of the present Act.

The persons possessing or inheriting such rights shall have pensions at least equal to those which they would have had under the preceding legislation.

16. All the conditions under which the present Act shall be applied shall be laid down by public administrative regulations issued on the proposition of the Minister of Labour and the Minister of Finance.

17. The pensions provided under the present Act may be paid every month.

18. The provisions of the present Act shall come into force six months after its promulgation.

34. *Décret du 29 mars 1914 prescrivant les mesures à prendre contre les dangers de l'alcoolisme, en ce qui concerne l'hygiène et la sécurité des travailleurs.*
(B.M.T. 1914, 48[*].)

Decree prescribing measures to be taken against the danger of alcoholism as far as concerns the health and safety of workers. (Dated 29th March, 1914.)

1. Section 8 of the Decree of 10th July, 1913,* shall be supplemented by the following provisions :—

“ They shall not distribute in, nor permit other persons to bring into, their establishments, for the purpose of being consumed by the persons employed, any alcoholic drinks other than wine, beer, cider, perry, and hydromel, without alcohol added.

“ The quantities of these latter drinks which may be brought into the establishment shall be limited by internal regulations, which shall determine also the hours during which and the conditions under which the consumption of such drinks shall be permitted.

“ Heads of establishments, directors or managers shall cause the said regulations to be affixed in the places where the workers are engaged and paid, and shall see that they are observed.”

2. Section 18 of the Decree of 10th July, 1913,* shall be supplemented by the following paragraph :—

“ No persons in a state of drunkenness shall be permitted to enter or remain in the establishments contemplated in §65 of Book II. of the Code of Labour.”

3. The Minister of Labour is charged with the execution of the present Decree, which shall be published in the *Journal officiel* of the French Republic and inserted in the *Bulletin des Lois*.

35. *Loi du 2 avril 1914 concernant la garantie des cautionnements des employés et ouvriers.* (B.M.T. 1914, 46[*].)

Act to guarantee the securities of employees and workers. (Dated 2nd April, 1914.)

1. Every owner of a commercial or industrial undertaking who requires his workers or employees to deposit sums of money amounting to or less than 1,500 francs, by way of security, shall :

(1) mention the exact sums thus deposited in a special register which shall be placed at the disposal of the inspector of labour. The register shall be signed by the worker or employee ;

(2) pay these sums, within five days, in the name of the latter, into a special account in the National Savings Bank (*Caisse nationale d'épargne*) or into an ordinary savings bank, which shall bear a clear indication of its object and which shall not be confounded with any account which the worker or employee may already have in such bank or which he may open subsequently.

The Justice of the Peace, on referring to the register mentioned above and the deposit book, may authorise the employer to draw out from the deposits shown by the said book the sums necessary to make good a debt. He shall commission a bailiff to notify the decision of the worker or the employee, who shall have five days within which to raise an objection. The objection shall be made either verbally at the time of notification or by registered letter addressed to the Justice of the Peace, who shall then summon the parties without fees and decide without appeal.

The savings bank shall reimburse the sums on reference to the order of the Justice of the Peace and to the extent contemplated in such order. The bank shall, if necessary, require a certificate that no objection is raised, which shall be delivered by the registrar of the Justice of the Peace.

The setting apart of a deposit book for the purposes of a security for the employer shall place the sums there deposited in a privileged position over against third persons who may have orders for enforcing debts against the employer. All orders of execution against a deposit account for the purposes of security served on the management of the savings bank shall be null and void.

* Text E.B. IX., p. 63.

If the employer refuses to restore the deposit book to one of his workers or employees who may be leaving his service for any reason, the latter may obtain an order from the Justice of the Peace compelling him to do so. Any objection shall be lodged and adjudicated upon in the manner provided in paragraph 4.

2. If the security is of an amount exceeding 1,500 francs, and is deposited in the form of species or securities payable to bearer, it shall be entered in the register prescribed in §1 under the terms of that Section and, in addition, be deposited within five days in the Deposit Fund (*Caisse des Dépôts et Consignations*) by the employer. The certificate of deposit shall state the nature of the deposit and its special purpose.

The withdrawal, wholly or partly, of securities or sums deposited shall be effected on the double signature of the employee and the employer, or if this is impossible, on the production of an award of the civil court adjudicating as on a commercial matter, and given in the form prescribed in §34, paragraph 3, of the Act of 27th March, 1907.

The term for raising objections shall be five days dating from the notification. Objections may be raised verbally at the time of notification. In no case shall there be any appeal.

All orders of execution served on the General Director of the Deposit Fund shall be null and void.

3. Contraventions of the provisions of the first paragraph of §1 and of the first paragraph of §2 of the present Act shall be punishable by a fine of from 16 to 500 francs.

If an employer retains or uses in his personal interest or for commercial reasons cash deposits or securities payable to bearer, deposited as employees' securities, the penalties provided in §408 of the Penal Code shall apply.

Section 463 of the Penal Code shall apply.

36. *Loi du 4 avril 1914 concernant le repos hebdomadaire aux halles centrales de Paris.* (B.M.T. 1914, 47. [*])

Act respecting weekly rest in the central markets of Paris. (Dated 4th April, 1914.)

SOLE SECTION. The following provisions shall be codified in the form given below and shall constitute §§51a to 51h of Book II. of the Code of Labour :

Weekly Rest in the Central Markets of Paris.

51a. The wholesale sale halls of the central markets of Paris, as well as the open stalls and businesses situated within the ambit of the market, selling articles of food wholesale, shall be closed one day a week either during the whole year or during part of the year, at the times and on the days fixed by an order of the prefect of police for each class of business.

51b. The day of closing shall be the same for all the establishments contemplated in §51a dealing in the same goods and appealing to the same class of customer.

51c. The stores or annexes of the said establishments, whether such stories or annexes are situated or not within the ambit of the central markets, shall be closed on the same days as the principal establishment.

51d. In the establishments contemplated in §§51a and 51c, no sales shall be effected during the hours when they are compulsorily closed.

During the same hours no employee shall be occupied in such establishments, except as regards the staff exclusively engaged in watching the premises, in receiving and despatching goods at the station, or in stores annexed, in despatching empty cases and delivering fresh milk, fresh cream and fresh unsalted white cheese.

The persons so employed shall be given a compensatory rest of 24 consecutive hours in the six days following the day on which the establishment is closed.

51e. During the part of the year when establishments of any one class are open every day, it shall be compulsory for them to be closed on Sunday from midday.

The employees shall be given a compensatory rest of one day a fortnight in rotation.

Clerical workers who, in exceptional circumstances, are kept at work on Sunday afternoon during the period contemplated in paragraph 1 of the present Section, shall have the right to a compensatory rest of one day a week in rotation.

The compensatory rests may be deferred and replaced by a prolonged period of rest at another time of the year.

51f. Establishments in which several kinds of business are carried on in the same premises shall be subject to the regulations affecting that business which is specified by the proprietor as being the most important.

Notwithstanding, accessory businesses shall not be carried on on days when orders have been issued prescribing the closing of establishments selling similar goods.

51g. The ambit of the markets shall be determined by an order of the prefect of police.

51h. The supervision of the observance of the compensatory days of rest prescribed by paragraph 3 of §51d and paragraphs 2 and 3 of §51e shall be organised in conformity with the public administrative regulations contemplated in §50.

The supervision of the prolonged periods of rest contemplated in paragraph 4 of §51e shall be regulated by an order of the prefect of police.

37. *Loi du 4 avril 1914 abrogeant les paragraphes 3, 5, 6, 7, 8 et 9 de l'art. 13 de la loi du 20 juillet 1886, relative à la caisse nationale des retraites pour la vieillesse.* (B.M.T. 1914, 48.[*])

Act to repeal paragraphs 3, 5, 6, 7, 8 and 9 of §13 of the Act of 20th July, 1886, respecting the National Old Age Pensions Fund. (Dated 4th April, 1914.)

38. *Arrêté du Sous-Secrétaire d'Etat à la Marine marchande du 8 mai 1914, relatif à l'ouverture d'une enquête sur l'avant-projet du Code du Travail des gens de mer.* (B.M.T. 1914, 60.[*])

Order of the Under-Secretary of State for the Merchant Service respecting the institution of an inquiry into the draft bill for a Code of Labour for Seamen. (Dated 8th May, 1914.)

39. *Circulaire du Ministre du Travail du 12 juin 1914 concernant l'application de la loi du 31 décembre 1913 sur la durée du travail dans les travaux souterrains des mines de combustibles (adressée aux Ingénieurs en Chef des Mines).* (B.M.T. 1914, 74.[*])

Circular of the Minister of Labour respecting the application of the Act of 31st December, 1913,* relating to hours of work in underground work in fuel mines (addressed to the Chief Mining Engineers). (Dated 12th June, 1914.)

40. *Loi du 13 juillet 1914 modifiant la loi du 29 juillet 1893 sur l'admission des associations d'ouvriers français aux marchés de travaux et de fournitures à passer pour le compte des communes.* (B.M.T. 1914, 93.[*])

Act to amend the Act of 29th July, 1893, respecting the admission of Associations of French workers to take part in contracts for work to be undertaken and goods supplied to be concluded on account of the communes. (Dated 13th July, 1914.)

SOLE SECTION.—The sole Section of the Act of 29th July, 1893, respecting the admission of associations of French workers to take part in contracts for work to be undertaken and goods supplied to be concluded on account of the communes, shall be amended as follows :—

“Associations of French workers shall be admitted to take part in contracts for work to be undertaken and goods supplied concluded by communes and public charitable and relief institutions under the conditions laid down by the Decree of 4th June, 1888, relating to the participation of the said associations in the contracts (adjudications et marchés) concluded in the name of the State.”

41. *Loi du 15 juillet 1914 complétant la loi du 17 juin 1913 sur l'assistance des femmes en couches par une disposition donnant compétence aux conseils de préfecture pour statuer sur les contestations relatives au domicile de secours soulevées à l'occasion de l'application de cette loi.* (B.M.T. 1914, 69.[*])

Act to supplement the Act of 17th June, 1913,† respecting the assistance of lying-in women, by a provision giving the prefectural council jurisdiction to decide in disputes relating to the domicile for the purposes of relief, raised in connection with the application of the said Act. (Dated 15th July, 1914.)

SOLE SECTION.—Section 9 of the Act of 17th June, 1913,* respecting the assistance of lying-in women shall be supplemented as follows :—

“Disputes relating to the domicile for the purposes of relief shall be decided by the prefectural council of the department where the person concerned resides.

“The decisions of the prefectural council may be disputed before the Council of State. The appeal shall be heard without fee, and shall be exempt from stamp duty. It shall not be obligatory to engage the services of an advocate.”

42. *Loi du 15 juillet 1914 relative à l'extension aux exploitations forestières des dispositions de la loi du 9 avril 1898 sur les accidents du travail.* (B.M.T. 1914, 69.[*])

Act to extend to forestry undertakings the provisions of the Act of 9th April, 1898, respecting industrial accidents. (Dated 15th July, 1914.)

1. The law respecting liability for industrial accidents shall be extended to forestry undertakings, subject to the reservations contained in the special provisions here following.

2. Forestry undertakings shall be held to include only the work of felling, topping, transporting the wood by shoots, *schlittage*,‡ removing by hand in the forest, and when performed on the site of the felling, the work of cutting up, shaping, sawing, piling, wood-barking, and distillation.

* Text E.B. IX., p. 5.

† Text E.B. VIII., p. 294, No. 44.

‡ I.e., transporting the wood by a special device down the mountain side.

Notwithstanding, the present Act shall not apply to wooded ground the whole or some part of which is being worked for profit, and such that not more than 3 hectares are in the occupation of one tenant, nor to trees planted outside woods, when the work has not the character of a profit-making concern, nor to clearings made in plantations of less than 20 years' standing.

It shall not apply either to the cutting of wood, for his personal use, by the owner of the soil, the tenant, or occupier of a co-operative holding (métayer).

3. The owner of the wood cut down or made use of shall be regarded as the head of the undertaking, unless the operations have been undertaken by a contractor in pursuance of a contract of sale or an agreement to work the wood for profit.

In any case, the head of the undertaking shall be liable over against the workers and employees of the enterprise, provided that the victim or his dependants can prove that he was engaged to do the work.

4. If the victim is not paid by the head of the undertaking or has no fixed wage, the compensation due shall be calculated on the basis of the average wage of agricultural wage-earners in the department.

The manner of determining this average wage shall be laid down by public administrative regulations.

5. If the victim is not able to resume work within the four days following the accident, and if the place where the accident occurred is outside the commune where the head of the undertaking is domiciled, the accident shall be reported to the head of the undertaking by registered letter with an acknowledgment form, either by the victim himself or by a representative or dependant.

Every accident resulting in incapacity for work shall be notified by the head of the undertaking or his agent, to the mayor's office at the place where the accident occurred, in the manner specified in §11 of the Act of 9th April, 1898.

The time limit prescribed by that Act shall be reckoned, in cases where the head of the undertaking is not domiciled in the commune within which the accident took place, from the day when he received the registered letter.

If the person giving notice fails to enclose with the notice a medical certificate showing the state of the victim, the probable effects of the accident and the time when it will be possible to observe the consequences definitely, the head of the undertaking shall, within four days of the receipt of the notice of the accident, and subject to the penalties contemplated in §14 of the Act of 9th April, 1898, procure a medical certificate at his own expense and deposit it in return for a receipt at the mayor's office of the place where the accident occurred.

Notwithstanding, if the head of the undertaking has become acquainted either himself or through his agents with the fact that an accident has taken place involving more than four days' incapacity for work, and if he has received no notice of this accident from the victim, his representative or his dependant, he shall be bound to make the declaration at the mayor's office of the place where the accident took place, with a certificate in support thereof.

The cost of posting the notice of accident and of the medical certificate shall devolve upon the head of the undertaking. Printed forms for giving notice to the heads of undertakings shall be held at the disposal of the persons concerned, without charge. The terms of these forms, the use of which shall

not be compulsory, shall be determined by a Decree, which shall fix the conditions under which notices of accidents shall be transmitted to the Minister of Labour from the mayor's offices.

The time limit within which the Justice of the Peace must proceed to the inquiry contemplated in the second paragraph of §12 of the Act of 8th April, 1898, shall be increased to three days, and the time limit for the closing of the said inquiry shall be increased to a fortnight.

The right to temporary compensation shall not accrue to the advantage of the victim until the day when the notice of accident is sent, if the notice was not sent within the four days following the accident, except in cases of *force majeure*.

6. Licensed heads of undertakings shall be subject, under the conditions laid down by the Act of 29th May, 1909,* to the levy contemplated in §25 of the Act of 19th April, 1898, and unlicensed heads of undertakings shall be similarly subject to the contribution contemplated by the Act of 26th March, 1908.†

7. Guarantee syndicates consisting exclusively of wood-cutting contractors may be established under the conditions laid down in §6 of the Act of 12th April, 1906,‡ if they include at least 50 contractors as members, if the average wages guaranteed amount to at least two million francs, or if the average amount of their united acquisition amounts to at least five million francs.

8. Sections 11 and 31 of the Act of 9th April, 1898, shall not apply to accidents coming under the present Act.

9. The present Act shall apply from the 1st September following its promulgation and the publication of the administrative regulations.

From the date of the said promulgation and within the three months following, insurance contracts entered into previously in respect of undertakings contemplated in §1, may, even if they cover the risk specified by the legislation in force respecting industrial accidents, be denounced either by the insurer or the insured, but only as regards the part of the risk covered by the present Act.

The denunciation shall be effected under the conditions and with the results specified in the two last paragraphs of §2 of the Act of 12th April, 1906.‡

10. Mixed contracts by which the insurer is bound on the one hand to guarantee the insured against the risks involved by legislation concerning industrial accidents if this should be declared applicable to all or part of the risks covered by the contract, and, in the opposite case, to cover the risk of civil liability, may be denounced to the extent, in the manner, and subject to the time limits prescribed in the preceding Section.

Denunciation on the part of the insured shall, notwithstanding, have no effect if, within eight days of the said denunciation, the insurer forwards a statement expressly guaranteeing the insured, without any increase of premium, from the risk contemplated and prescribed by the present Act.

At the expiration of the time limit of three months contemplated in the preceding Section, the silence of the two parties shall have the effect, without other formalities, of rendering the mixed contract applicable to the risk determined by the present Act.

* Text E.B. IV., p. 300, No. 16.

† Text E.B. III., p. 156.

‡ Text E.B. I., p. 183.

43. *Loi du 30 juillet 1914 modifiant les articles 2 et 11 de la loi du 4 juillet 1908^{*} concernant les pensions sur la caisse des invalides de la marine.* (B.M.T. 1914, 93.[*])

Act to amend §§2 and 11 of the Act of 14th July, 1908, respecting pensions from the Invalidity Fund for Seamen. (Dated 30th July, 1914.)

1. Paragraph 3 of §11 of the Act of 14th July, 1908,* shall be amended as follows :—
 "The widows or orphans of seamen whose rights to a proportional pension have been upheld by the special commission instituted by §1 of the Act, shall have the right to a pension equal to one-half of the said proportional pension under the conditions contemplated by §§8, 9 and 10, and the receipt of the pension shall date from the day of the husband's death."
2. The special commission instituted by §1 of the Act of 14th July, 1908, shall meet every two months.
3. In paragraph (4) of §2 of the Act of 14th July, 1908, the words "at whatever time they may have been performed" shall be added after the words "without limit of date."
4. The provisions of §1 above shall apply to widows and orphans whose husbands or fathers die after 1st January, 1908.

44. *Décret du 19 janvier 1915 rendant exécutoires en Algérie les dispositions du livre 1er du Code du Travail.* (B.M.T. 1915, 20.[*])

Decree to bring into force in Algeria the provisions of Book I. of the Code of Labour. (Dated 19th January, 1915.)

1. Book I. of the Code of Labour appended to the Act of 28th December, 1910,† shall apply to Algeria subject to the reservations enumerated in §2 here following.
2. Contrary to the provisions of §§75 and 76, the establishment of truck-shops or the maintenance of existing truck-shops in yards, agricultural or industrial undertakings, mines or mining undertakings, at a distance from victualling centres, may be allowed under conditions to be laid down by Order of the Governor-General of Algeria.
 The time-limits prescribed in §§76 and 77 shall be reckoned from 29th November, 1912.
 The powers conferred on the Minister of Public Works by §77 shall be exercised in Algeria by the Governor-General.
3. As an exception to the provisions of §2, the law applicable to the registering of contracts of apprenticeship, as it already exists in Algeria, shall be maintained.
4. The following Decrees shall be and shall remain repealed as well as any provisions which the said Decrees may have themselves repealed :—
 The Decree of 17th March, 1851; the Decree of 28th March, 1903; the Decree of 22nd May, 1904; the Decree of 29th August, 1909‡; the Decree of 27th June, 1910*; the Decree of 28th June, 1910*†; the Decree of 29th November, 1912, and in general all provisions contrary to those of Book I. of the Code of Labour as modified by the present Decree.

45. *Décret du 31 janvier 1915 rendant applicable à l'Algérie la loi du 12 juillet 1909 sur la constitution d'un bien de famille insaisissable.* (B.M.T. 1915, 20.[*])

Decree to apply to Algeria the Act of 12th July, 1909,†† respecting the constitution of a family property not liable to seizure. (Dated 31st January, 1915.)

1. The aforesaid Act of 12th July, 1909,†† is hereby declared applicable in Algeria with the exception of paragraph 2 of §1 relating to foreigners.
2. A family property not liable to seizure shall not be constituted by native Mussulmen who have retained their personal status, nor in respect of territory remaining subject to the obligations imposed by the Decree of 13th September, 1904.

* Text E.B. III., p. 358.

† Title E.B. VII., p. 366, No. 20.

‡ Text E.B. V., p. 103, No. 9.

** Title E.B. VII., p. 363, No. 8.

*† Title E.B. VII., p. 364, No. 9.

†† Title E.B. IV., p. 302, No. 24.

46. *Loi du 5 juin 1915 portant création d'un livret d'assurances sociales et modification de la législation de la caisse nationale d'assurances en cas de décès.* (B.M.T. 1915, 26.[*])

Act to introduce social insurance books, and to amend the law affecting the National Insurance Fund in case of death. (Dated 5th June, 1915.)

47. *Décret du 20 juin 1915, modifiant la nomenclature des établissements dangereux, insalubres ou incommodes.* (B.M.T. 1915, 48.[*])

Decree to amend the list of dangerous, unhealthy or noxious trades. (Dated 20th June, 1915.)

1. The list of dangerous, unhealthy or noxious trades contained in the Schedules appended to the Decrees of 3rd May, 1886; 5th May, 1888; 15th March, 1890; 26th January, 1892; 13th April, 1894; 6th July, 1896; 24th June, 1897; 17th August, 1897; 29th July, 1898; 18th July, 1899; 18th September, 1899; 22nd December, 1900; 25th December, 1901; 27th November, 1903; 31st August, 1905; 19th June, 1909; 22nd July, 1911; and 3rd September, 1913, shall be amended in conformity with the tables appended to the present Decree.

2. The present Decree shall come into force on 1st July, 1915.

3. The Minister of Commerce, Industry, Posts and Telegraphs is charged with the enforcement of the present Decree, which shall be inserted in the *Bulletin des Lois* and published in the *Journal officiel* of the French Republic.

TABLE A.

ITEMS TO BE REMOVED FROM THE LIST OF UNHEALTHY, DANGEROUS OR NOXIOUS TRADES.

Name of Industry.	Danger Involved.	Class.
Fireworks (storage of):		
Of 2,000 kilogr. and over	} Danger of fire and explosion. {	1st
Of 300 kilogr. to 2,000 kilogr. exclusively		2nd
Of 100 kilogr. to 300 kilogr. exclusively		3rd
Manufacture and storage of military cartridges intended for exportation	Danger of fire and explosion	1st

TABLE B.

ITEM TO BE ADDED TO THE LIST OF DANGEROUS, UNHEALTHY OR NOXIOUS TRADES.

Name of Industry.	Danger involved.	Class.
Manufacture of military cartridges intended for exportation	Danger of fire and explosion	1st

48. *Loi du 17 août 1915 portant modification de la loi du 5 avril 1910/27 février 1912 sur les retraites ouvrières et paysannes.* (B.M.T. 1915, 58.[*])

Act to amend the Act of 5th April, 1910*/27th February, 1912†, respecting pensions for workers and peasants. (Dated 17th August, 1915.)

* Text E.B. V., p. 361.

† Text E.B. VII., p. 386.

SOLE SECTION. Sections 1, 2, 3, 4, 5, 6, 10, 11, 12, 14, 15, 16, 18, 19, 20, 22, 26, 35 and 36 of the Act of 5th April, 1910, as amended by the Act of 27th February, 1912, shall be amended or supplemented as follows :

"§1. A second paragraph shall be added to this Section, as follows :

"Par. 2. Public administrative regulations shall determine the conditions under which the provisions of the present Act shall apply to French wage-earners contemplated in this Section who are employed outside the Metropolis.

"§2. The third paragraph of this Section shall be supplemented as follows :

"Notwithstanding, no contribution shall include a half-centime if a half-centime is included, the total to be contributed shall be always raised to the next higher number of centimes.

"Paragraph 4 shall read as follows :

"The pension shall be constituted on the alienated capital plan nevertheless, if an insured person, being over age, so demands, the payments deducted from his earnings shall be made on the reserved capital plan.

"The following shall be added to paragraph 4 :

"In this case contributions made by pension stamps shall be held to have been made on the reserved capital plan, subject to the deduction of the amount of the employer's compulsory contribution. The insured person may also alienate subsequently the capital of the contributions which he may have made originally on the reserved capital plan. The supplementary pension produced by this alienation shall be calculated in accordance with the age of the insured person at the moment when his application reaches the insurance fund.

"The following shall be added at the end of paragraph 5 :

"A home-worker paid by the job, the piece or the task, if he himself is compulsorily insured by the manufacturer on whose account he works, shall not be bound to pay employer's contributions in respect of the pensions of workers of all ages and either sex who may work with him for the said manufacturer. These contributions shall be charged to the same manufacturer.

"§3. The two following paragraphs shall be added after paragraph 1 :

"Par. 2. An employer who has procured an authorisation to this end from the prefect and who has deposited with the officer in charge of the Deposit Fund (Caisse des Dépôts et Consignations) of his district, a security not bearing interest, the amount of which shall be fixed and revised periodically by the prefect, taking as a basis the amount of the workmen's and employer's contributions paid by him during one quarter, need only affix the movable stamps representing the said contributions for the preceding quarter four times a year, namely, during the first fortnight of each quarter. Employers who belong to an association authorised by Decree of the Minister of Labour, and corporately guaranteeing the solvency of its members from the point of view of the payment of workmen's and employers' contributions, shall enjoy the same option. In either case notice of the authorisation issued either by the Minister of Labour or by the prefect shall be given to the wage-earners by being permanently affixed in the place where wages are paid. If the worker leaves the establishment or if his card has to be exchanged before the end of the quarter, the employer shall proceed without delay to affix the proper stamps at the date when the worker leaves or the card is exchanged.

" *Par. 3.* Employers who employ wage-earners not subject to the provisions of §44 of Book I. of the Code of Labour respecting the payment of wages, shall be bound to affix, at the time when the annual cards are exchanged, the stamps corresponding to the period of work done since the last payment.

" The second paragraph, which becomes the fourth, shall be supplemented as follows :

" *Par. 4.* During the whole period of validity of the annual card the insured person shall be presumed to belong to the class in respect of which the said card was delivered to him.

" The third paragraph, which becomes the fifth, shall be amended as follows :

" *Par. 5.* The total amount of the deduction and of the employer's contribution shall be represented by one or more pension stamps of a uniform type, which the employer shall affix on the insured person's card and on which he shall note the date of affixing the same, and nothing else. Stamps not marked in this manner shall be presumed to represent contributions made by the insured person himself.

" The seventh paragraph, which becomes the ninth, shall be amended as follows :

" *Par. 9.* Employers who employ wage-earners being members of organisations allowed to receive contributions may have their employer's contributions paid to the said organisations on the same conditions as those named above. If they do not make use of this option they shall pay their contributions by affixing movable stamps.

" §4. The first paragraph shall be supplemented as follows :

" If when the pension is liquidated, the children are, or one child is, under the age of 16 years, the bonus of one-tenth shall be granted if there are at least three children reared to the age of 16 and children living at the time of liquidation, whatever the age of the latter.

" The second paragraph shall be amended as follows :

" In order to be entitled to the benefit of this subsidy, the insured person must prove that he has made at least thirty annual contributions, each, including voluntary contributions, amounting to five-sixths of the double contribution contemplated in §2, namely, 15 frs. for men, 10 frs. for women, and 7.50 frs. for years of insurance below 18 years of age.

" In the fourth paragraph the words ' the actual duration of compulsory military service on active service ' shall be substituted for the words ' the two years ' compulsory military service.'

" In the sixth paragraph, the words ' specified by paragraph 2 of this Section ' shall be substituted for the words ' specified by §2.'

" §5. A final paragraph 5 shall be added to this Section, as follows :

" *Par. 5.* If he has no right to the annuity subsidy or to the bonus, and if his pension, contemplated in the present Title or in Title V., does not reach 4 frs. per annum, the insured person may demand that the sums placed to his account shall be entirely reimbursed without interest. This claim shall in all cases be made at latest within one month, reckoned from the date when the insurance fund notifies the pensioner of the amount of the pension finally assessed.

" §6. The first paragraph shall be amended as follows :

" *Par. 1.* If an insured person dies before the date when the first term of his pension or of the subsidy from the State liquidated under the conditions contemplated in §5, paragraph 4, expires, he shall be granted :

* * * * *

" A new paragraph 5 shall be inserted after paragraph 4 as follows :

" *Par. 5.* Where an insured person dies after one or more terms of his pension or of the State subsidy have expired, but before the amount of the arrears accrued reaches the amount of the subsidy to the deceased from which his survivors might have benefited, if he had still been insured at the time of his death, these latter shall have a right to the deceased person's subsidy, which shall then be liquidated with the arrears accrued deducted.

" Where the subsidy has been liquidated for the benefit of the children of the insured person, under the conditions named in the second paragraph of this Section, and if the said children die, the mother shall have the right to the monthly instalments of the subsidy not yet paid to them.

" The sixth paragraph, which becomes paragraph 7, shall be amended as follows :

" *Par. 7.* The subsidies contemplated in the previous paragraphs shall only be acquired by the survivors if the deceased insured person has paid contributions each year which satisfy the conditions laid down in §10 and if the total of the contributions shown on his successive annual cards amounts to at least three-fifths of those contemplated in paragraph 2 of §4.

" §10. The third paragraph shall be amended as follows :

" *Par. 3.* The pensions funds or the regulations respecting pensions from which State employees who are not placed under the scheme of civil or military pensions, and the employees of departments, communes, and savings banks, actually benefit, may be maintained by Decrees issued on the proposition of the Ministers of Labour and of Finance, and of the Minister concerned.

" The fifth paragraph shall be amended as follows :

" *Par. 5.* Wage-earners whose annual earnings exceed 3,000 frcs. shall not be subject to the obligations imposed by the present Act, but they shall retain the rights they may have previously acquired if they came under the scheme of compulsory insurance previously.

" The fifth paragraph shall be supplemented by the following provision :

" Every wage-earner whose annual earnings with one and the same employer do not exceed 3,000 frcs. shall be held to be a compulsorily insured person, unless the said wage-earner actually benefits from one of the special schemes contemplated in this Section.

" §11. The second paragraph shall be amended as follows :

" Notwithstanding, they shall not benefit either from the employers' contributions alone nor from the employers' contributions and the subsidies and bonuses provided for in the Budget, unless treaties with the countries of their origin guarantee equivalent advantages to French citizens.

" In paragraph 4 the word 'French' shall be deleted before the word 'workmen.'

" §12. The seventh paragraph shall be amended as follows :

" (1) A grant of 5 per cent. to the organisations contemplated in the last paragraph of the present Section or in Nos. (2), (3), and (6) of §14 below, for the expenses incurred in collecting the insured person's contribution ; a grant of 1 per cent. to the same organisations for the expense of

collecting the employer's contribution, if these contributions, or one or other of them, are recovered through the medium of the said organisations.

"§14. The third paragraph shall read as follows :

"Within two months, reckoned from the receipt of the annual card of each insured person, every fund shall deliver without charge to the said person a certificate showing the total amount of the compulsory and voluntary contributions received since the previous certificate was delivered, as well as the amount of the pension which he will eventually receive at the age of 65 years, after entering to his account the contributions shown on his last exchanged card.

"Paragraph 4 shall be deleted.

"§15. Paragraph 3 (4) shall be amended as follows :

"(4) Upon a favourable opinion of the Superior Council of Pensions for Workers and Peasants, and up to one-fifth in loans to institutions enumerated in §6 of the Act of 12th April, 1906,* and to provident institutions and institutions of social hygiene recognised as of public utility, or in mortgages upon workmen's houses or workmen's gardens, as well as in preference shares of societies for cheap dwellings, created in conformity with the said Act of 12th April, 1906, and in fully paid-up shares of land credit societies created in conformity with the Act of 10th April, 1908.†

"§16. Sub-section (2) shall be amended by adding after the words 'and payment of record fees referred to in the same Section,' the words 'whenever it is not possible to charge them to the individual account of the insured person.'

"Sub-section (3) shall be deleted.

"§18. The second paragraph shall be amended as follows :

"Trade associations which establish a sickness insurance fund coming under the Act of 1st April, 1898, shall benefit from the advantages contemplated in the preceding paragraph."

"§19. The fifth paragraph shall be amended as follows :

"The funds of employers' associations or trade unions shall be bound to capitalise on account of each member all sums paid in of whatever amount, and the employer's contribution, within the limit of his compulsory contribution. If they receive higher contributions from the employers, they shall not be bound to capitalise the surplus under the conditions contemplated in the present Act, and they shall have full discretion in the matter of either forming reserves or of granting supplementary benefits to the insured persons and their families. They may likewise receive as members women, not being wage-earners, who are enrolled as voluntarily insured persons.

"§20. The following provisions shall be added to the second paragraph :

"Notwithstanding, if the scale of benefits of the last fund should not provide the total amount of any pensions which had been liquidated in the interests of the insured person in the different funds of which he was previously a member, and if the amount by which it is less, for all the funds together, exceeds 5 centimes a quarter, no transference of mathematical reserves shall take place. Public administrative regulations shall determine the conditions under which the successive previous funds shall reimburse to the last fund the sums that they owe for providing the pension.

* Text E.B. I., p. 133.

† Text E.B. IV., p. 9, No. 3.

"§22. Paragraph 1, after the first sentence, shall be amended as follows :

"The emoluments of the clerks to the Justices of the Peace and to the civil courts for drawing up these documents shall be determined by Decree. The postal rates applicable to correspondence addressed to or received by the prefectural and mayoral offices, as well as the National Old Age Pension Fund and the other funds contemplated in §14, in the administration of the Act, shall be regulated by Decree.

"The following paragraph shall be inserted after the first paragraph :

"*Par. 2.* Notices, printed or otherwise, affixed by the insurance funds contemplated in §14 and having the exclusive object of making known the rules, accounts, and working conditions of these funds in conformity with the Act of 5th April, 1910, shall be exempt from stamp duty.

"§26. There shall be added to the list of *ex officio* members of the Superior Pensions Council :

"The Director of Pensions for Workers and Peasants at the Ministry of Labour ;

"The Director of Departmental and Communal Affairs at the Ministry of the Interior.

"§35. The following final paragraph shall be added to this Section :

"The provisions of this Title shall not apply to pension funds authorised in conformity with the Act of 27th December, 1895. These pension funds may continue to act if their members satisfy, on the other hand, the obligations imposed by the present Act.

"§36. The following new paragraph, 4, shall be inserted between paragraph 3 and the present paragraph 4 (which becomes paragraph 5) :

"*Par. 4.* From the time of the liquidation of the pension, the amount of this subsidy shall be increased by the annuity which a contribution of 9 frcs. paid on the alienated capital plan in each of the years in question would have produced at the age of 60 years, for each year of compulsory military service accomplished while under the scheme of insurance in the case of men, and in the case of women for each year of the birth of a child, proved by the declaration made to the officer of civil status (*officier de l'état civil*) provided that the woman came under the system of insurance before the said birth, without the annual pension resulting at the age of 60 from the subsidies exceeding, in any case, 100 frcs.

"The fifth paragraph, which becomes the sixth paragraph, shall be amended as follows :

"*Par. 6.* The provisions of the preceding paragraphs shall be extended :

"(1) To wage-earners whose annual earnings exceed 3,000 frcs. but do not exceed 5,000 frcs. ;

"(2) To the members of the families of persons compulsorily or voluntarily insured, working and living with them ;

"(3) To the wives, not being wage-earners, of persons compulsorily or voluntarily insured, and to the widows, not being wage-earners, of insured persons of either class, who at the date of the death of their husbands are actually under the scheme established by the present Act ;

"(4) To wives or widows, not being wage-earners, whose husbands actually belonging, or having at the time of their death belonged, to one of the classes of Title V. of the Act, have not benefited from the insurance, as well as to wives or widows, not being wage-earners, whose husbands are, or were at the time of their death, pensioned under the present Act ;

"(5) To the wives or widows, not being wage-earners of agents employees or workers either coming under the system of civil or military pensions, or under one of the special systems enumerated in §10 above, if the total amount of the wages and pensions of their husbands does not exceed 5,000 frcs.

"The seventh paragraph, which becomes the eighth, shall be amended as follows :

"*Par. 8.* Farmers (*métayers*) over 35 years of age on the 3rd July, 1911, and who since that date have made annual contributions equal to those contemplated in paragraph 2 of §4 for adult wage-earners, shall receive the annuity subsidy fixed in §4 for persons compulsorily insured.

"In the eighth paragraph, which becomes the ninth, the phrase 'and made the double payment provided for in §2,' shall be deleted.

"The following provision shall be added at the end of the actual paragraph 9 (which becomes paragraph 10) :

"In the case of women coming under the temporary regulations, each birth of a child proved, after her entry into insurance, by a declaration made to the officer of civil status and in the case of men coming under the temporary regulations, each year of compulsory military service accomplished under the system of insurance shall be added for one year to the total of the contributions reckoned in calculating the bonus up to the limit of 25 years contemplated in paragraph 7.

"The tenth paragraph, which becomes the eleventh, shall be amended as follows :

"*Par. 11.* The advantages provided under §§6, 8, and 9 of the present Act shall be granted to the persons contemplated in this Section who, since this Act was put into operation, or since they entered the insurance (provided that this was before the age of 30 years, or in the contrary case that they have been in insurance at least 5 years) shall have deposited each year in one of the funds indicated in §14, a minimum contribution of 9 frcs."

49. *Décret du 4 décembre 1915 portant règlement d'administration publique au sujet des mesures à prendre pour assurer la sécurité des travailleurs sur les voies ferrées des établissements visés par l'art. 65 du livre II. du Code du Travail et de la Prévoyance Sociale.* (B.M.T. 1915, p. 102.[*])

Decree to issue public administrative regulations on the matter of measures to be taken to ensure the safety of workers on the railroads of establishments contemplated by §65 of Book II. of the Code of Labour. (Dated 4th December, 1915.)

50. *Loi du 18 décembre 1915, étendant aux agents des administrations publiques départementales, communales et coloniales, aux agents des établissements publics et de certains établissements d'utilité publique, et à leurs conjoints, le bénéfice des dispositions de la loi du 27 mars 1911, relative à la Caisse nationale des retraites pour la vieillesse.* (B.M.T. 1915, 97.[*])

Act to extend to the representatives of public departmental, communal and colonial administrations, to the representatives of public establishments and of certain establishments of public utility, and to their husbands or wives, the benefits of the provisions of the Act of 27th March, 1911,* relating to the National Old Age Pensions Fund. (Dated 18th December, 1915.)

51. *Loi du 25 décembre 1915 élargissant les conditions de constitution de rentes viagères à la Caisse nationale de retraites sur la vieillesse. (B.M.T. 1915, 100.[*])*

Act to widen the conditions for constituting life annuities in the National Old Age Pensions Fund. (Dated 25th December, 1915.)

52. *Décret du 28 décembre 1915 instituant au Ministère du Travail et de la Prévoyance Sociale un Comité consultatif des Conventions internationales en matière de prévoyance sociale et d'assistance. (B.M.T. 1915, 109.[*])*

Decree to establish in the Ministry of Labour an Advisory Committee on International Conventions respecting social insurance and relief. (Dated 28th December, 1915.)

1. There shall be established in the Ministry of Labour an advisory committee on international conventions respecting social insurance and relief.

2. This Committee shall consist of :

A president and vice-president nominated by the Minister of Labour after consultation with the Minister of Foreign Affairs ;

The director of administrative and technical matters at the Ministry of Foreign Affairs, or a sub-director delegated by him ;

The General Director of the Deposit Fund (Caisse des Dépôts et Consignations) or a sub-director of that institution delegated by him ;

An inspector of finance nominated by the Minister of Labour, after consultation with the Minister of Finance ;

The Director of Pensions for Workers and Peasants ;

The Director of Mutual Insurance Institutions ;

The Chief of the Department controlling private insurance undertakings ;

The Director of the General Statistics of France ;

The Director of Relief and Public Health at the Ministry of the Interior ;

The Director of Commercial and Industrial matters at the Ministry of Commerce ;

The two Vice-presidents of the Superior Labour Council ;

Three secretaries, acting in an advisory capacity, appointed by the Minister of Labour.

3. The Committee shall meet when convened by the President, or in his absence, the Vice-president.

With the special authorisation of the Minister of Labour, the Committee may undertake inquiries and take evidence from persons believed to be in a position to elucidate the question before the Committee.

4. The Minister of Labour and the Minister of Foreign Affairs are charged, each in so far as he is concerned, with the execution of the present Decree.

IV. British Colonies

SOUTH AUSTRALIA.

1. An Act to make better provision for dealing with industrial disputes and for purposes consequent on such provision, including certain amendments of "The Factories Acts, 1907 to 1910.†" No. 1110. (Assented to December 19th, 1912.)

* Text E.B. VII., p. 368, No. 32.

† Text E.B. IV., p. 230 ; V., p. 258, No. 2 ; VII., p. 126.

PART I.—PRELIMINARY.

1. This Act may be cited as “The Industrial Arbitration Act, 1912.”

2. The provisions of this Act are arranged as follows :—

PART I.—Preliminary :

PART II.—The Industrial Court :

DIVISION I.—The Constitution of the Court :

DIVISION II.—The Jurisdiction of the Court :

DIVISION III.—Procedure and Powers of the Court :

DIVISION IV.—Appeals to the Court :

PART III.—Industrial Agreements :

PART IV.—Lock-outs and Strikes :

PART V.—Breaches of Awards and other Offences :

PART VI.—Miscellaneous.

3. In this Act, unless inconsistent with the context or some other meaning is clearly intended—

“Agriculture” (without limiting its ordinary meaning) includes horticulture, viticulture, and the use of land for any purpose of husbandry, including the keeping or breeding of live-stock, poultry, or bees, and the growth of trees, plants, fruit, vegetables, and the like :

“Association” means any trade or other union, or branch of any union, or any association, society, or body composed of or representative of employers or employees, or for furthering or protecting the interests of employers or employees :

“Award” means award of the Court made under this Act :

“Employee” means any employee in any industry, and includes any person whose usual occupation is that of employee in any industry :

“Employer” means any person, firm, company, or corporation employing one or more employees in any industry, whether on behalf of himself or any other person :

“Industrial agreement” means an industrial agreement made pursuant to this Act :

“Industrial dispute” means any dispute as to any industrial matter, and, without limiting the ordinary meaning of the foregoing definition, includes a threatened or impending or probable dispute as to any industrial matter ; and an industrial dispute within the meaning of this Act shall be deemed to have arisen in every case in which the Court in its discretion so decides :

“Industrial matters” means matters or things affecting or relating to work done or to be done, or the privileges, rights, or duties of employers or employees, or of persons who intend or propose to be employers or employees in any industry, not involving questions which are or may be the subject of proceedings for an indictable offence ; and, without limiting the ordinary meaning of the foregoing definition, includes all or any matters relating to—

(a) The wages, allowances, or remuneration of any persons employed or to be employed in any industry, or the piecework, contract, or other prices paid or to be paid therein in respect of that employment, including the wages, allowances, or remuneration to be paid for work done during overtime or on holidays, or for other special work, and also including the question whether piecework shall be allowed in any industry :

(b) The hours of employment in any industry, including the lengths of time to be worked to entitle employees therein to any given wages, allowances, remuneration, or prices, and what times shall be regarded as overtime :

(c) The sex, age, qualification, or status of employees, and the mode, terms, and conditions of employment, including the question whether persons of either sex shall be disqualified for employment in an industry :

(d) The number or proportionate number of apprentices and improvers that may be employed by an employer in any industry :

(e) The relationship of master and apprentice :

(f) The technical education or other training of apprentices :

(g) The employment of children or young persons, or of any person or class of persons in any industry :

(h) The right to dismiss or to refuse to employ or reinstate in employment any particular persons or class of persons in any industry :

(i) Any claim of members of an association of employers to preference of service from unemployed members of an association of employees :

(j) Any claim of members of an association of employees that members of such association shall be employed in preference to persons who are not members thereof :

(k) Any established or alleged established custom or usage of any industry, either general or in any particular locality :

(l) The interpretation of an award, or of an industrial agreement, or of a determination or order of a wages board, or of an agreement under §48 of " The Factories Act Amendment Act, 1910 " :

(m) All matters with which wages boards appointed under the Factories Acts have power to deal under any Act now or hereafter in force :

(n) All matters prescribed :

(o) All questions of what is fair and right in relation to any industrial matter having regard to the interests of the persons immediately concerned and of society as a whole :

" Industry " means any business, trade, manufacture, undertaking, occupation, or calling, except agriculture, in which persons are employed for hire or reward, or in which they give their services for hire or reward, and includes any occupation or calling of any employee for hire or reward, whatever may be the business, trade, manufacture, undertaking, occupation, or calling of the employer, for the time being, of such employee, and also includes a branch of an industry and a group of industries, and any process, trade, business, occupation, or calling, or any group or part thereof, within the meaning of the Factories Acts :

" Justice " means Justice of the Peace for the State :

" Lock-out " (without limiting the meaning of the term) means the act of an employer in closing his place of business, or suspending or discontinuing his business or any branch thereof, or a refusal or failure by an employer to continue to employ any number of his employees, with intent—

(a) To compel or induce any employees to agree to terms of employment, or comply with any demands made upon them by the said or any other employer ; or

(b) To cause loss or inconvenience to his employees, or any of them ; or

(c) To incite, instigate, aid, or abet, or procure any other lock-out ; or

(d) To assist any other employer to compel or induce any employees to agree to terms of employment, or comply with any demands made by him :

“ Minister ” means the Minister of Industry or other the Minister of the Crown for the time being discharging the duties of the office of Minister of Industry.

“ Prescribed ” means prescribed by this Act or by Rules of Court or Regulations :

“ President ” means President or Acting President of the Court.

“ Registrar ” means the Industrial Registrar appointed under this Act, and includes any Deputy Industrial Registrar so appointed :

“ Regulations ” means Regulations made under this Act :

“ Rules of Court ” means Rules made by the President under this Act :

“ Strike ” (without limiting the meaning of the term) means the act of any number of employees, who are or have been in the employment either of the same employer or different employers, in discontinuing that employment, or any work or kind of work connected therewith, whether wholly or partially, or in breaking their contracts of service, or in refusing or failing after any such discontinuance to resume or return to their employment, or any work or kind of work connected therewith, the said discontinuance, breach, refusal, or failure being due to or in pursuance of any combination, agreement, or understanding, whether expressed or implied, made or entered into by the said employees with intent—

(a) To compel or induce any such employer to agree to terms of employment, or comply with any demands made by the said or any other employees ; or

(b) To cause loss or inconvenience to any such employer in the conduct of his business ; or

(c) To incite, instigate, aid, abet, or procure any other strike ; or

(d) To assist employees in the employment of any other employer to compel or induce that employer to agree to terms of employment, or comply with any demands made by any employees :

“ The Court ” means the Industrial Court constituted by this Act :

“ The Factories Acts ” means “ The Factories Act, 1907,” and any Acts now or hereafter in force amending that Act or substituted for that Act or for any such amending Act :

“ This Act ” includes Rules of Court and Regulations made under this Act :

“ The State ” means the State of South Australia :

“ Wages board ” or “ board ” means a wages board appointed or to be appointed under or pursuant to the Factories Acts.

4. The “ Conciliation Act, 1894,” is hereby repealed.

5. (1) “ The Factories Acts, 1907 to 1910,” are hereby amended in manner set out in the Schedule to this Act.

(2) The said Acts shall in other respects be read and construed as varied in so far as may be necessary to give effect to the provisions of this Act.

6. Neither the repeal nor the amendments provided for by §§4 and 55 hereof, of the Acts therein mentioned, shall—

(a) Affect the operation prior to the passing of this Act of any of the said Acts, or

(b) Alter the effect of anything done or suffered, or of the omission of anything, before the passing of this Act, or

(c) Affect any right, privilege, obligation, or penalty acquired, accrued, incurred, or imposed, or liable to be imposed under any of the said Acts, before the passing of this Act, or

(d) Affect any inquiry, any conciliation or arbitration proceeding, or any legal or other proceeding heretofore commenced or hereafter to be commenced in respect of any of such matters or things ;

and any such inquiry or proceeding heretofore commenced may be continued and completed, and shall be of the same effect, as if this Act had not been passed :

Provided that any registration of an industrial union under the " Conciliation Act, 1894," shall, upon the passing of this Act, cease to exist, except so far as may be necessary for the purpose of the continuance and completion of any such inquiry or proceeding.

7. The Court of Industrial Appeals constituted by " The Factories Act, 1907," is hereby abolished, except for the purpose of continuing and completing any matter or proceeding instituted or commenced in the said Court before the passing of this Act and for giving effect to anything done in any such matter or proceeding ; and, except for that purpose, all the jurisdiction, functions, powers, and duties of the said Court are hereby conferred and imposed upon, and shall henceforth be exercised and performed by, the Court constituted by this Act in manner provided by this Act.

PART II.—THE INDUSTRIAL COURT.

Division I.—The Constitution of the Court.

8. (1) There is hereby constituted a Court to be called the Industrial Court, which shall be a court of record and shall have a seal, which shall be judicially noticed.

(2) The Governor shall appoint a Judge of the Supreme Court or a person who is eligible for appointment as a Judge of the Supreme Court to be President of the Court.

(3) The Governor may, from time to time, appoint the President to be a temporary Judge of the Supreme Court, if and whenever, upon the certificate of the Chief Justice, it appears that judicial assistance in the Supreme Court is required. Whenever acting as such temporary Judge the President shall have all the jurisdiction and powers of a Judge of the Supreme Court.

(4) In case of the illness or absence of the President the Governor may appoint a Judge of the Supreme Court to act as President during such illness or absence ; and whilst acting in that capacity such Judge shall have all the jurisdiction and powers of the President in addition to his jurisdiction and powers as a Judge of the Supreme Court.

(5) The President shall not be removed from office except in the same manner and upon such grounds as a Judge of the Supreme Court is by law liable to be removed from office ; but the President may resign at any time.

(6) The President or Acting President shall constitute the Court ; and, except where otherwise provided by this Act, all the powers and functions of the Court may be exercised by the President or Acting President sitting alone.

Division II.—The Jurisdiction of the Court.

9. The Court shall have jurisdiction to deal with all industrial matters and industrial disputes, pursuant to this Act.

10. The President shall have power as a mediator to deal with all industrial matters and industrial disputes in all cases in which it appears to him that his mediation is desirable in the public interest and the matter or dispute would, if submitted to the Court, be within its jurisdiction.

11. (1) The President may, whenever in his opinion it is desirable for the purpose of dealing with an industrial matter or preventing or settling an industrial dispute, summon any person to attend, at a time and place specified in the summons, at a conference presided over by himself.

(2) Any person may be so summoned, notwithstanding that he is not engaged in or connected with the matter or dispute, if the President thinks that such person's presence at the conference is likely to assist in dealing with or settling the matter or to conduce to the settlement or prevention of the dispute.

(3) Any person so summoned shall attend the conference and continue his attendance thereat as directed by the President, and in default shall be liable to a penalty not exceeding Five Hundred Pounds, to be recovered and enforced in the same way as penalties for offences under Part IV.

(4) The conference may be held partly or wholly in public or in private at the discretion of the President.

(5) Any person summoned under this Section, who attends pursuant to the summons and continues his attendance as directed by the President, shall, unless he is or was engaged in or connected with the matter or dispute, be entitled to be paid by the Crown such (if any) amount as the President, having regard to the conduct of such person both before and at the conference, certifies to be a reasonable recompense for his expenses and loss of time.

12. The President may review, annul, rescind, or vary any act or decision of the Registrar in any manner which he thinks fit.

13. The Court shall have jurisdiction over all industrial matters and industrial disputes which are submitted to it—

(a) By the Minister or the Registrar as being proper, in the public interest, to be dealt with by the Court ; or

(b) By an employer or employers of not less than 20 employees in any industry ; or

(c) By not less than 20 employees in any industry ; or

(d) By a report to the Court by a wages board or the Minister under §22 of " The Factories Act Amendment Act, 1910 " ;

and also over any industrial matter or industrial dispute as to which a conference has been held under §11, and which, not having been finally and completely dealt with or settled at such conference, the President has referred to the Court : Provided that the Court shall not (except under the said §22 or by way of appeal under the Factories Acts) have jurisdiction of any industrial matter or industrial dispute concerning any industry for which, at the time, a wages board has been or is in course of being appointed, and as to which matter or dispute such board has or will have jurisdiction.

Division III.—Procedure and Powers of the Court.

14. (1) When the Court sits for the purpose of finally adjudicating upon an industrial dispute, the President may, if he thinks fit, be assisted by two assessors appointed in the following manner :—

I. Within such time as the President specifies, such of the parties to the dispute as, in the opinion of the President, have interests in common with the employers shall nominate one of the assessors; and such of the parties to the dispute as, in the opinion of the President, have interests in common with the employees shall nominate the other assessor; and the President shall appoint the nominees as the assessors:

II. No person shall be appointed an assessor unless he is, or within three years previous to his appointment has been, actually and *bonâ fide* engaged or employed either as an employer or as an employee in the industry, or in any one of the industries in respect of which the dispute has arisen: Provided that if in any case by reason of the special circumstances of that case the President is of opinion that it is impracticable or inexpedient that one or both of the assessors should be so qualified, he may appoint a person or persons not so qualified:

III. If default is made in nominating either or both of the assessors within the time so specified, or if the parties consent, the Governor shall appoint one or both assessors, as may be necessary.

(2) A person shall not be disqualified for appointment as an assessor on the ground that he is a party to the dispute or is a member of an association which is a party to the dispute.

(3) If during the hearing of the dispute an assessor dies, or resigns his office, or is proved to the satisfaction of the President to be unable, by reason of sickness or any other cause, to act as assessor, the President shall, on the nomination, within a time specified by him, of the parties who nominated such assessor appoint another person to be assessor in his place, or in default of nomination within such time, or by consent of the said parties, the Governor shall appoint a person to be assessor.

(4) The powers and functions of the Court shall not be affected by any vacancy in the office of an assessor: and during such vacancy the Court may, so far as the President thinks fit, exercise all its powers and functions in the same manner as if such office were filled.

(5) Each assessor shall be paid a fee of one pound for every day on which he attends the hearing.

(6) The provisions of this Section shall not apply when the President is acting in the exercise of any power, function, jurisdiction, or duty by this Act conferred or imposed upon the President solely.

15. (1) In the course of the hearing, inquiry, and investigation of an industrial matter or industrial dispute the Court shall make all such suggestions, and do all such things as appear to it to be right and proper for dealing with the matter or bringing about the settlement of the dispute, by amicable agreement.

(2) If an agreement is arrived at, a memorandum of its terms shall be made in writing and certified by the President, and the memorandum when so certified shall be filed in the office of the Registrar, and, unless otherwise ordered and subject as may be directed by the Court, shall have the same effect as, and be deemed to be, an award of the Court.

16. Any association represented before the Court on the hearing of an industrial matter or industrial dispute shall be deemed a party to the matter or dispute.

17. (1) The award of the Court in any industrial matter or industrial dispute shall be framed in such a manner as to best express the decision of the Court and to avoid unnecessary technicality, and shall, subject to any variation

ordered by the Court, have effect within the locality or localities specified in the award, and continue in force for a period to be specified in the award, not exceeding three years from the date thereof.

(2) After the expiration of the period so specified, the award shall, unless the Court otherwise orders, continue in force until a new award has been made.

18. The award shall be binding on—

(a) All parties to the industrial matter or industrial dispute who appear or are represented before the Court ;

(b) All parties who have been summoned to appear before the Court as parties to the matter or dispute, whether they have appeared in answer to the summons or not, unless the Court is of opinion that they were improperly summoned before it as parties ;

(c) All associations and persons on whom the award is at any time declared by the Court to be binding as a common rule ; and

(d) All members of associations which are bound by the award.

19. In any industrial matter or industrial dispute over which the Court has jurisdiction, the President may make any order which he thinks just as to—

(a) Any interlocutory proceeding to be taken before the hearing, the costs thereof, the issues to be submitted to the Court, the persons and associations to be served with notice of proceedings, particulars of the claims of the parties, admissions, discovery, interrogatories, inspection of documents or of real or personal property, examination of witnesses, and the place, time, and mode of hearing ; and

(b) Any matter which, by Rule of Court, the President is empowered to hear or deal with when sitting in Chamber.

20. The Court may issue an order to any person to take evidence on its behalf in relation to any industrial matter or industrial dispute over which it has jurisdiction ; and that person shall have all the powers of the Court in relation to the summoning of witnesses, the production of books and documents, and the taking of evidence on oath or affirmation or declaration.

21. The Court shall, as regards every industrial matter and every industrial dispute over which it has jurisdiction, have power—

(a) At or before the hearing to take steps to ascertain whether all persons who ought, in its opinion, to be bound by its award or order have been summoned to attend the proceedings ;

(b) To direct that persons not summoned to attend the proceedings shall be so summoned, if the Court is of opinion, whether from the suggestion of parties or otherwise, that such persons should be so summoned ;

(c) To hear and determine the dispute or matter in such manner in all respects as the Court, in its discretion, thinks best suited for that purpose ;

(d) To allow the amendment, on such terms as it thinks fit, of the application or any subsequent proceeding ;

(e) To make any order or award, and, without being restricted to the specific relief claimed by the parties to the dispute or matter, to include in any order or award any matter or thing which the Court thinks necessary or expedient for the purpose of preventing or settling the dispute or dealing with the matter :

Provided that the Court shall not have power to order or direct that, as between members of associations of employers or employees and other persons offering or desiring service or employment at the same time, preference shall in any circumstances or manner be given to members of such association or to persons who are not members thereof ;

(f) To give any direction in pursuance of the hearing or determination ;

(g) To declare, by award or order, that any practice, regulation, rule, custom, term of agreement, condition of employment, or dealings whatsoever determined by an award in relation to any industrial matter shall be a common rule of any industry :

Provided that the Court, before declaring a common rule, shall pay due regard to the extent to which the industries or the persons affected enter or are likely to enter into competition with one another :

Provided also that before any common rule is so declared, the President shall by notification published in the *Government Gazette* and in such other publications (if any) as the Court directs, specifying the industry and the industrial matter in relation to which it is proposed to declare a common rule, make known that all persons and associations interested and desirous of being heard may, on or before a day named, appear or be represented before the Court ; and the Court shall hear all such persons and associations so appearing or represented ;

(h) To direct with due regard to local circumstances within what limits of area (if any) and subject to what conditions and exceptions (if any), a common rule so declared shall be binding upon the persons engaged in the industry whether as employers or employees, and whether members of an association or not ;

(i) To dismiss any dispute or matter or refrain from further hearing ; or from determining the dispute or matter if it appears that the dispute or matter is trivial, or that, in the public interest, further proceedings by the Court are not necessary or desirable ;

(j) To order any party to the dispute or matter to pay to any other party such costs and expenses, including expenses of witnesses, as are specified in the order ;

(k) To proceed to hear and determine the dispute or matter in the absence of any party thereto or other person who has been summoned or served with notice to appear therein ;

(l) To sit in any place for the hearing and determination of the dispute or matter ;

(m) To adjourn its sittings to any time and place ;

(n) To refer any technical matters or matters of account to an expert, and to accept his report as evidence ;

(o) To vary its order and awards and to re-open any question ;

(p) To direct parties to be joined or struck out ;

(q) To correct, amend, or waive any error, defect, or irregularity, whether in substance or in form ;

(r) To extend any prescribed time ;

(s) To waive compliance with any Rule of Court ; and

(t) Generally to give all such directions and do all such things as it deems necessary or expedient in the premises.

22. The Court shall not have power to order or prescribe wages which do not secure to the employee affected a living wage. "Living wage" means a sum sufficient for the normal and reasonable needs of the average employee living in the locality where the work under consideration is done or is to be done.

23. The Court in making any order or award relating to apprenticeship shall make such provisions as the Court thinks practicable with reference to the training of apprentices in technical schools or otherwise.

24. With respect to evidence in proceedings before the Court the following provisions shall apply :—

(a) On the application of any of the parties, and on payment of the prescribed fee, or, by direction of the President, without any such application or fee, the Registrar shall issue a summons to any party, or parties, or other person, or persons, to appear and give evidence before the Court, and any number of witnesses' names may be inserted in one summons :

(b) The summons shall be in the prescribed form, and may require any person therein named to produce before the Court any books, papers, and other documents in his possession or under his control in any way relating to the dispute or matter :

(c) All books, papers, and other documents produced before the Court, whether produced voluntarily or pursuant to summons, may be inspected by the Court, and also by such of the parties as the Court allows ; but the information obtained therefrom shall not be made public without the permission of the Court : Provided that books, papers, and documents relating to any trade secret or the profits or financial position of any witness or party shall not, without his consent, be inspected by any person except the President ; and that any parts of the books, papers, and documents which in the opinion of the President do not relate to any matter in issue may be sealed up :

(d) Every person who is summoned and duly attends as a witness shall be entitled to the prescribed allowance for his attendance and expenses : Provided that, until otherwise prescribed or except as otherwise prescribed, the allowance shall be according to the scale for the time being in force with respect to witnesses in civil actions in the Supreme Court :

(e) The Court may accept, admit, and call for such evidence as in equity and good conscience it thinks fit, whether strictly legal evidence or not :

(f) Any party to the proceedings shall be competent and may be compelled to give evidence as a witness :

(g) The Court may, if it thinks fit, dispense with evidence on any matter on which all parties have agreed in writing as an industrial agreement, or on any matter as to which the Court deems evidence to be unnecessary :

(h) The Court may take evidence on oath, or affirmation, or declaration.

25. The Court may exercise any of its powers on its own motion or on the application of any party to the industrial matter or industrial dispute, or of any association or person bound by the award of the Court ; but no order or award shall be varied and no submission shall be re-opened except on the application of an association or person affected or aggrieved by the order or award, or claiming to be so affected or aggrieved.

32. Every industrial agreement shall during its continuance be binding on—

(a) All parties thereto; and

(b) All members at any time during such continuance of any association which is a party thereto.

33. (1) Any association or person bound by an industrial agreement shall for any breach or non-observance of any term of the agreement, be liable to a penalty not exceeding such amount as is fixed by the industrial agreement, and if no amount is so fixed then to a penalty not exceeding, in the case of an association, two hundred and fifty pounds, in the case of an employer (whether a party to the agreement or a member of such party) one hundred pounds, and in the case of an employee (whether a party to the agreement or a member of such party) ten pounds.

(2) Such penalties may be proceeded for and recovered in the same manner as penalties for the breach or non-observance of an award, and the provisions of subsections (2) to (4), inclusive, of §49, *mutatis mutandis*, shall apply as if the breach or non-observance were in respect of an award.

34. An industrial agreement may be rescinded or varied by any other industrial agreement made between the parties thereto for the time being.

35. On the application in manner prescribed of any party to an industrial agreement, or of any association or person which or who, in the opinion of the Court, is bound by—

(a) Any determination of a wages board,

(b) Any agreement under §48 of "The Factories Act Amendment Act, 1910," or

(c) Any common rule declared under that Act,

the Court may order that such industrial agreement be varied so far as is necessary to bring it into conformity with such determination, agreement, or common rule; and such industrial agreement shall thereafter be deemed to be varied accordingly, and shall have effect as so varied.

36. In default of any express agreement to the contrary therein contained an industrial agreement shall, unless rescinded, and subject to any variation made as provided by this Part, continue in force after the expiration of the term specified therein until the expiration of one month after some party thereto has given written notice to the Registrar, and to the other parties thereto, of his desire to determine it.

37. An industrial agreement shall, for the purposes of this Act, be deemed to be made by an association, and a notice shall be deemed to be a notice under this Part of an association, if it is executed in the manner and by the officers or other persons prescribed by Rules of Court; and such Rules may prescribe the manner of execution, and the officers or other persons by whom an industrial agreement may be executed, by reference to rules of the association or otherwise; and may also prescribe in what circumstances a document shall, for the purposes of this Act, be deemed to be rules of an association, and any other matters which may be necessary or convenient for giving effect to the objects of this Part.

PART IV.—LOCK-OUTS AND STRIKES.

38. Any person or association who or which does any act or thing in the nature of a lock-out, continues any lock-out, or takes part in any lock-out, shall be liable to a penalty not exceeding five hundred pounds, or, in the case

of a person, to imprisonment, with or without hard labour, for a term not exceeding three months.

39. Any person or association who or which does any act or thing in the nature of a strike, continues any strike, or takes part in any strike, shall be liable to a penalty not exceeding five hundred pounds, or, in the case of a person, to imprisonment, with or without hard labour, for a term not exceeding three months.

40. When a lock-out or strike takes place, and a majority of the members of any association are at any time parties to the lock-out or strike, the association shall be deemed to have done an act in the nature of a lock-out or strike, according to the nature of the case.

41. Any association of employers or employees which, for the purpose of enforcing compliance with the demands of any employers or employees, orders its members to refuse to offer or accept employment, or to continue to employ or be employed, shall be deemed to do an act in the nature of a lock-out or strike, according to the nature of the case, whether a lock-out or strike actually takes place or not.

42. Any person who, being bound by an award or order of the Court, a determination, award, or order of a wages board, or an agreement under §48 of "The Factories Act Amendment Act, 1910," as to employment in any industry, without reasonable cause or excuse, refuses or neglects to offer or accept employment, or to continue to employ or be employed, upon the terms of such award, order, determination, or agreement, shall be deemed to do an act in the nature of a lock-out or strike, according to the nature of the case.

43. Notwithstanding anything contained in the "Conspiracy and Protection of Property Act, 1878," any person who—

(a) Attends at or near any workshop, factory, place of business, or other place where an industrial dispute is taking place, or is threatened or impending, or has taken place, or at or near the residence or place of business of any person, and

(b) Induces or attempts to induce any other person to take part in such industrial dispute or in a lock-out or strike, or to do or abstain from doing any act, matter, or thing whereby any party to such industrial dispute, or any other person either directly or indirectly interested therein or connected therewith, may or might be injured in his trade, business, or calling,

shall be liable to a penalty not exceeding twenty pounds or to imprisonment, with or without hard labour, for a term not exceeding three months.

44. (1) When any association or person has been convicted of any offence constituted by this Part, the Court may, at the time of the conviction or subsequently, grant a writ of injunction to restrain such association or person from continuing or repeating such offence or committing any other offence constituted by this Part. Such writ may be granted on notice or *ex parte*, upon the application of an Inspector of Factories or of any member of the Police Force.

(2) If any person enjoined by any such writ, after service thereof, disobeys the same, he shall be guilty of a misdemeanour, and shall be liable to be imprisoned, with or without hard labour, for a term not exceeding six months.

(3) If any association enjoined by any such writ, after service thereof, disobeys the same, such association shall be liable to a penalty for such disobedience not exceeding five hundred pounds.

45. (1) Where a penalty is imposed on any person under §39 or 43, the Court shall order that the amount of such penalty shall be a charge on any moneys which are then or which may thereafter be due to such person from him then or any past or future employer for wages or in respect of work done.

(2) Notwithstanding the provisions of "The Wages Attachment Act, 1898," such order on being made shall operate as a garnishee order, enforceable in the manner prescribed for the attachment of any such moneys. Provided that such order shall have effect only in respect of the surplus of the wages or other moneys as aforesaid due or to become due to such person above the sum of two pounds per week, in the case of a person who is married or is a widower or widow with a child or children under the age of 21 years, or above the sum of one pound per week in the case of any other person.

(3) Notwithstanding anything in this Act or any other Act or law to the contrary, but subject as provided by Sub-section (2) hereof, after being notified of the making of such order, any such employer shall, as to any moneys then so due forthwith, and as to any moneys thereafter so becoming due as they respectively become due, pay such moneys into the Court in or towards satisfaction of the charge imposed by the order, until the same is fully satisfied; and such payments shall, to the extent thereof, be a discharge of any obligation, whether statutory or otherwise, on the part of the employer to pay such moneys to any person.

(4) No charge upon or assignment of his wages, or of moneys in respect of work done or to be done, whether then due or thereafter to become due, and whenever or however made by such person, shall have any force whatever to defeat or affect such order; and any such order may be made and shall have effect as if no such charge or assignment existed.

46. (1) Where a penalty is imposed on a person under this Part, and it appears that he was, at the time of his committing the offence, a member of an association, the Court, in addition to making any other order, may order such association, or the trustees thereof, to pay out of the funds thereof any amount of the penalty not exceeding fifty pounds, if the offence was under §38, not exceeding ten pounds if the offence was under §39, and not exceeding the amount of the penalty imposed if the offence was under §43.

(2) The Court shall, before making such order, hear the said association, or the trustees or secretary thereof, and shall not make such order if it is proved to the satisfaction of the Court that the association has, by such means as appear reasonable, *bonâ fide* endeavoured to prevent its members from committing offences under this Part in respect of the lock-out or strike or industrial dispute.

47. (1) When the Registrar certifies to the Court in writing that a lock-out or strike is taking place or is threatened or impending, the Court may, after the President has appointed a special day for the hearing of evidence respecting the matters so certified, issue summonses to all persons and associations suspected of having committed any of the offences constituted by this Part, directing them to attend at a time and place therein mentioned; and the Court may, without any information or complaint being laid or made or any other summons being issued, deal with any such persons or associations shown to have been guilty of any such offences as if they had been specifically charged by information with such offences.

(2) Such summonses may be served by registered letter or in any manner in which a summons in summary proceedings before Justices may be served, or in manner prescribed by Rules of Court, or in manner ordered under

(3) Nothing in this Section shall be deemed to exclude any other manner of proceeding in respect of such offences or for the recovery of penalties.

48. Proceedings in respect of offences under this Part shall be taken and prosecuted in and be heard and determined by the Court, in manner prescribed by Rules of Court.

PART V.—BREACHES OF AWARDS AND OTHER OFFENCES.

49. (1) Any association or person which or who commits a breach or non-observance of an award, whether by contravening or failing to observe the same or otherwise, shall be liable to a penalty not exceeding, in the case of an association two hundred and fifty pounds, in the case of an employer one hundred pounds, and in the case of an employee ten pounds.

(2) When any association or person is convicted of an offence under Sub-section (1) hereof, the Magistrate, if of opinion that the breach or non-observance was committed in wilful defiance of the award, may, on motion or without motion, and in addition to any penalty imposed, grant a writ or injunction to restrain such association or person from committing any further or other breach or non-observance of the award.

(3) If such person disobeys the said writ he shall be guilty of a misdemeanour and shall be liable to imprisonment, with or without hard labour for any period not exceeding three months.

(4) If such association disobeys the said writ it shall be liable to a penalty for such disobedience not exceeding two hundred and fifty pounds.

50. (1) When an employee does any work for which the wages or rate of payment has been fixed by an award, the employer of such person in respect of such work shall, subject to the provisions of §45, pay such employee the full amount of such wages or rate in money without any deduction, and in default thereof shall be guilty of committing a breach of such award.

(2) The Magistrate by whom any person is convicted of such breach may, in addition to imposing a penalty therefor, and without motion in that behalf, order that the defendant shall pay to the employee the difference between the amount paid and that which should have been paid as required by Sub-section (1) of this Section.

(3) The penalty so imposed shall be deemed to be increased by the amount so ordered to be paid, and such amount may be recovered accordingly.

(4) Nothing in this Section shall affect any other remedy of the employee.

51. (1) If an employer dismisses any employee from his employment or injures him in his employment, by reason merely of the fact that the employee—

(a) Is an officer or member of an association ;

(b) Is not a member of an association ; or

(c) Is entitled to the benefit of an award, an industrial agreement or a determination of a wages board, or an agreement under §48 of "The Factories Act Amendment Act, 1910 " :

he shall be liable to a penalty not exceeding twenty pounds.

(2) In any proceeding for an offence under this Section it shall lie upon the employer to show that any employee, proved to have been dismissed or injured in his employment whilst an officer or member of an association, or whilst not such a member, or whilst entitled as aforesaid (according to the nature of the case), was dismissed or injured in his employment, for some reason other than that mentioned in this Section.

52. (1) If any employee ceases work in the service of an employer by reason merely of the fact that the employer—

(a) Is a member or officer of an association ;

(b) Is not a member of an association ;

(c) Is entitled to the benefit of an award, an industrial agreement, a determination of a wages board, or an agreement under §48 of " The Factories Act Amendment Act, 1910 " ; or

(d) Employs or has employed a person who is not or was not a member of an association :

he shall be liable to a penalty not exceeding ten pounds.

(2) In any proceeding for an offence under this Section it shall lie upon the employee, proved to have ceased work in the service of an employer—

(a) Whilst the employer was an officer or member of an association, or whilst he was not such a member, or whilst he was entitled as aforesaid, or

(b) Who employs or has employed a person who is or was not a member of an association

(according to the nature of the case), to show that he ceased to so work for some reason other than that mentioned in this Section.

53. If any person who has been duly served with a summons to appear and give evidence before the Court or any person or tribunal by or under this Act empowered to take evidence, and to whom payment or tender has been made of any travelling expenses to which he is entitled, fails to duly appear, or if any such person or any person who has appeared or appears as a witness—

(a) Refuses to be sworn or make affirmation or declaration as a witness, or

(b) Refuses to answer any question which he is required by the Court or such person or tribunal as aforesaid to answer, or

(c) Refuses to produce any book, paper, or document which he is required by the Court or such person or tribunal as aforesaid to produce, he shall be liable to a penalty not exceeding fifty pounds, or to imprisonment with or without hard labour for any term not exceeding three months, unless he shows, to the satisfaction of the Court or such person or tribunal as aforesaid, that there was good and sufficient cause for such failure or disobedience.

PART VI.—MISCELLANEOUS.

54. The proceedings of the Court shall be conducted in public, provided that at any stage of the proceedings the Court, of its own motion or on the application of any of the parties, may direct that the proceedings be conducted in private ; and in such case all persons (other than the parties, their representatives, the officers of the Court, and the witness under examination) shall withdraw.

55. The Crown may, where, in the opinion of the Minister, the public interests are or would be likely to be affected by the award, order, decision, or determination of the Court, intervene in any proceedings before the Court and make such representations as it thinks necessary in order to safeguard the public interests.

56. An industrial dispute shall not be deemed to have ceased on the ground that, in consequence of such dispute, the relationship of employer and employee has ceased as between the parties thereto or any of them.

57. (1) The Court may give such directions for the representation of parties as it deems proper; but, except as by this Section provided, no party shall be represented by a solicitor or agent.

(2) By the direction of the Court, or with the consent of both parties, either party may, at its or his own cost, be represented by a solicitor or agent.

58. When any penalty is imposed in any proceedings in the Court, or any costs or other sum is by the Court ordered to be paid, and no other provision is made in this Act or in Rules of Court for the recovery thereof, a certificate in the prescribed form, under the hand of the Registrar and the seal of the Court, specifying the amount payable and the respective parties or persons by and to whom the same is payable, may be filed in any Court having civil jurisdiction to the extent of such amount, and shall thereupon, according to its tenor, be enforceable in all respects as if it were a judgment of such Court.

59. Every person or association who or which is directly or indirectly concerned in the commission of any offence against this Act, or incites, instigates, or counsels, or aids, abets, or takes part in, or encourages the commission of any such offence, or the continuance thereof, shall be deemed to have committed that offence, and shall be punishable accordingly.

60. Any attempt to commit an offence against this Act shall be an offence against this Act punishable as if the offence had been committed.

61. Any association or person guilty of any contravention of any provision of this Act, whether by commission or omission, shall, except where some penalty or punishment is specifically provided, be liable to a penalty not exceeding, in the case of an association, one hundred pounds, or, in the case of a person, ten pounds.

62. (1) Where a penalty is imposed under this Act on an association, or an association is under this Act ordered to pay any sum, then, for the recovery of such penalty or sum, process may be issued and executed against the property of such association, or any property in which such association has a beneficial interest, whether vested in trustees or howsoever otherwise held, in the same manner as if the association were an incorporated company and the absolute owner of the property or interest.

(2) For the purposes of this Section the property of an association shall be deemed to include the property of any association forming or forming part of the first-mentioned association, or in which it has a beneficial interest, whether vested in trustees or howsoever otherwise held.

63. Where a penalty is imposed under this Act on an association, or an association is, under this Act, ordered to pay any sum, then if such penalty or sum is not fully paid within one month thereafter all persons who were members of such association at the time when the offence was committed or the order was made, shall be jointly and severally liable to pay such penalty or sum in the same manner as if the conviction or order had been made against them personally; and all proceedings in pursuance of the conviction or order may be taken against them, or any of them, accordingly, save that no person shall be liable under this Section for a larger sum than five pounds in respect of any one conviction or order.

64. (1) Except where otherwise provided, proceedings in respect of offences against this Act shall be by information or complaint, which shall be heard and determined in a summary manner by a Special Magistrate.

(2) Unless or except so far as otherwise prescribed, such proceedings shall be regulated by, and penalties imposed therein shall be recovered and enforced as provided by, the Ordinance No. 6 of 1850 and any amendment

hereof, or any Act for the time being regulating the duties of Justices of the Peace in summary proceedings : Provided that for the purposes of cases stated or to be stated by a Magistrate on questions of law, all references in Part III. of the Act No. 298 of 1883-4 to the Supreme Court and the Master thereof shall be read as references to the Court and the Registrar respectively.

65. (1) There shall be an appeal from—

(a) Any conviction by a Special Magistrate under this Act ;

(b) Any order of a Special Magistrate dismissing any information or complaint under this Act ; or

(c) Any other order made by a Special Magistrate in proceedings under this Act.

(2) Such appeal shall be to the Court.

(3) The proceedings on such appeal shall, unless and until otherwise prescribed by Rules of Court, be regulated, *mutatis mutandis*, by the Ordinance No. 6 of 1850 and any amendment thereof, or any other Act in force regulating appeals to Local Courts, and for that purpose all references in the said Ordinance or any such Act to a Local Court shall be read as references to the Court : Provided that—

I. The Court, on upholding a conviction or substituting a new conviction may, if it thinks that the punishment imposed is not sufficiently severe, increase the term of imprisonment or the penalty, as the case may be to such term or amount, not exceeding that permitted by this Act, as the Court deems proper :

II. The Court may make such order concerning costs as it deems proper, and the amount of costs ordered may exceed ten pounds.

66. Notwithstanding anything in this Act or in any other law or any practice to the contrary—

(a) The Court, in the exercise of any jurisdiction, duty, power, or function conferred or imposed by or under this Act, shall be governed in its procedure and in its judgments, awards, orders, and decisions by equity, good conscience, and the substantial merits of the case, without regard to technicalities or legal forms or the practice of other Courts ;

(b) The Court, in the exercise of any such jurisdiction, duty, power, or function, shall not be bound by any rules or practice as to evidence, but may inform its mind on any matter in such manner as it thinks just :

Provided that this Section shall not apply to proceedings in respect of offences against this Act.

67. The Court may rescind or vary any award, order, decision, direction, appointment, reference, or other act made or done by it.

68. (1) Subject to the provisions of §67, any award, order, or decision of the Court, whether acting in its original or appellate jurisdiction, and whether under this Act or the Factories Acts, shall be final, and shall not be removable to any other Court by *certiorari* or otherwise ; and no award, order, decision, or proceeding of any kind whatever of the Court shall be challenged, appealed against, reviewed, quashed, or called in question in any other Court or tribunal on any account whatever other than excess or want of jurisdiction.

(2) Notwithstanding anything in this Section, the President may, if he thinks fit, in any proceeding before him, at any stage and upon such terms as he thinks fit, state a case for the opinion of the Supreme Court upon any question arising in the proceeding which in his opinion is a question of law.

(3) The Supreme Court shall hear and determine the question, and remit the case with its opinion to the President, and may make such order as to costs as it thinks fit.

69. When the President is unable to attend at the time appointed for the hearing of any industrial dispute or industrial matter or for any proceeding, the Registrar may adjourn the Court, and also adjourn any business set down for the day to such day and time as he deems convenient.

70. (1) In any proceeding before the Court it may reserve its decision.

(2) Where a decision has been so reserved, the same may be given at any continuation or adjournment of the Court, or at any subsequent holdings thereof, or the President may draw up such decision in writing, and, having signed the same, forward it to the Registrar; whereupon the Registrar shall notify the parties of his intention to read the same at some specified time and place, and he shall read the same accordingly, and thereupon such decision shall be of the same force and effect as if it had been pronounced by the President.

71. The Court may, subject to §57, in any proceeding whatsoever before it under this Act, make such order as to the costs of such proceeding and for the payment thereof as may by it be deemed proper, and may assess the amount of such costs.

72. Whosoever wilfully makes on oath, affirmation, or declaration, in any proceeding of any kind under this Act any false statement knowing the same to be false, shall be guilty of perjury, and may be proceeded against and punished accordingly.

73. An office copy of an award, order, decision, direction, appointment, reference, or other act of the Court, purporting to be sealed with the seal of the Court, and certified to be true under the hand of the Registrar, shall be received in all Courts and tribunals and before all persons as evidence of the award, order, decision, direction, appointment, reference, or other act, without proof of the seal of the Court or of the signature of the Registrar; and it shall not be necessary to prove any condition precedent entitling the Court to make or do the award, order, decision, direction, appointment, reference, or other act.

74. (1) The President may make rules—

(a) Regulating the practice and procedure and forms to be followed and used in, or in connection with, or for the purposes of proceedings before the Court, and in, or in connection with, or for the purposes of enforcing judgments, convictions, decisions, awards, orders, and other acts, given, made, and done by the Court;

(b) As to the publication of its awards, orders, decisions, and other acts, and the effect of such publication;

(c) For recovering penalties imposed, and enforcing orders for attachment, and orders for the payment of any moneys made under this Act;

(d) Prescribing the fees and expenses to be paid to witnesses;

(e) Prescribing what (if any) fees shall be paid in respect of any proceeding in the Court, and the party by whom such fees shall be paid;

(f) Prescribing what travelling expenses shall be payable to assessors;

(g) Prescribing the powers and duties of the Registrar, also of other officers so far as the same relate to matters within the jurisdiction of the Court;

(h) As to all things which this Act contemplates shall or which this Act provides may be prescribed by Rules of Court ; and

(i) All such rules as may be necessary or convenient for the full and effective exercise of the jurisdiction, duties, powers, and functions of the Court, or for giving effect to the judgments, convictions, decisions, awards, orders, and other acts given, made, or done by the Court or the Registrar or other officer of the Court.

(2) Subject to such rules and this Act, the practice and procedure of the Court shall be as directed by the President making the particular direction.

(3) All such rules—

(a) Shall be published in the *Government Gazette* :

(b) From the date of such publication, or from a later date fixed by the instrument whereby the same are made shall [subject as by Sub-section (4) hereof provided] be of the same effect as if they were contained in this Act, and shall be judicially taken notice of without further evidence than the production of a copy of the *Government Gazette* purporting to contain a copy thereof ; and

(c) Shall be laid before both Houses of Parliament within 14 days after such publication, if Parliament is in Session, and if not, then within 14 days after the commencement of the next Session.

(4) If either House of Parliament passes a resolution disallowing any such rule, of which resolution notice has been given at any time within 14 sitting days of such House after such rule has been laid before it, such rule shall thereupon cease to have effect, but without affecting the validity of curing the invalidity of anything done, or of the omission of anything, in the meantime.

This Sub-section shall apply notwithstanding that the said 14 days, or some of them, do not occur in the same Session or Parliament as that in which the rule is laid before such House.

75. When it is made to appear to the President that personal or other service of any summons, notice, or other document in connection with or for the purposes of any proceeding in or intended to be brought in the Court cannot promptly be effected in manner prescribed, the President may in his discretion make any order for substituted or other service or the substitution for service of notice by letter, telegram, public advertisement, or otherwise, which he deems necessary or convenient ; and in such case compliance with such order shall be sufficient service.

76. (1) The President and, upon being authorised in writing by the President, any officer of the Court or any other person, without any other warrant than this Act, may at any time during working hours—

(a) Enter any place or premises or any ship or vessel of any kind whatsoever, wherein or in respect of which any industry is carried on or any work is being or has been done or commenced, or any matter or thing is taking or has taken place in relation to which any industrial dispute or industrial matter exists or is threatened or impending or will probably arise, or any award has been made, or any offence against this Act is suspected ;

(b) Inspect and view any work, material, machinery, appliances, article, matter, or thing whatsoever, being in such place, premises, ship, or vessel ;

(c) Interrogate any person or persons who may be in or upon such place, premises, ship, or vessel in respect of or in relation to any matter or thing hereinbefore mentioned.

(2) Every person who hinders or obstructs the President, or any officer of the Court or other person, in the exercise of any power conferred by or under this Section, or who refuses to the President, or any officer of the Court, or other person authorised as aforesaid, entrance during any such time as aforesaid to any such place, premises, ship, or vessel, or refuses to answer any question put to him as aforesaid, shall be liable to a penalty not exceeding fifty pounds.

77. All the provisions of the Factories Acts with regard to aged, slow, inexperienced, and infirm workers shall, *mutatis mutandis*, apply in all cases where wages or rates of payment are fixed by the Court, either in its original or appellate jurisdiction: Provided that in such cases the appeal from a refusal of the Chief Inspector of Factories to grant a licence shall be to the President.

78. Every award shall prevail over any contract of service or apprenticeship in force on the coming into operation of the award, so far as there is any inconsistency between the award and the contract; and the contract shall thereafter be construed and have effect as if it had been modified, so far as necessary, in order to conform to the award.

79. (1) The Governor shall appoint an Industrial Registrar, and such (if any) Deputy Industrial Registrars, clerks, and other officers as he deems necessary for carrying out the purposes of this Act.

(2) The Registrar and such other officers shall have such powers and duties as are prescribed, and also, in connection with any industrial dispute or industrial matter over which the Court has jurisdiction or any proceeding in the Court, such powers and duties as are directed by the Court.

80. (1) It shall be the duty of Inspectors of Factories appointed under the Factories Acts to see that the provisions of awards and orders of the Court are duly observed.

(2) In the discharge of such duty an inspector may require any employer or employee to produce for examination any wages books or overtime books necessary for the purposes of this Section; and, in addition, every such inspector shall have and may exercise all the powers conferred on Inspectors of Factories by §§108 and 109 of "The Factories Act, 1907"; and those Sections and §§110 to 113 inclusive of the said Act shall, *mutatis mutandis*, extend and apply to such inspectors when acting under this Act.

(3) Any inspector who, except for the purposes of this Act, and in the exercise of his functions under this Act, discloses to any person any information which, in the exercise of such functions, he acquires, shall be liable to a penalty not exceeding fifty pounds.

81. (1) The Governor may make all such regulations as may be necessary or convenient for carrying out the provisions and objects of this Act, except as to matters with respect to which the President has power to make Rules of Court.

(2) Any such regulation may fix penalties, not exceeding in any case ten pounds, for the breach of the same or any other regulation so made.

(3) All such regulations—

(a) Shall be published in the *Government Gazette*;

(b) From the date of such publication, or from a later date fixed by the Order making the same, shall [subject as by Sub-section (4) hereof provided] be of the same effect as if they were contained in this Act; and

(c) Shall be laid before both Houses of Parliament within 14 days after such publication, if Parliament is in Session, and if not, then within 14 days after the commencement of the next Session.

(4) If either House of Parliament passes a resolution disallowing any such regulation, of which resolution notice has been given at any time within 14 sitting days of such House after such regulation has been laid before it, such regulation shall thereupon cease to have effect, but without affecting the validity or curing the invalidity of anything done, or of the omission of anything, in the meantime.

This Sub-section shall apply notwithstanding that the said 14 days, or some of them, do not occur in the same Session or Parliament as that in which the regulation is laid before it.

82. All moneys required for the purposes of this Act shall be paid out of moneys provided by Parliament.

SCHEDULE.

A.—“The Factories Act, 1907,”* is amended as follows:—

Section 3—For the line reading “Division XIII.—Court of Industrial Appeals” the line “Division XIII.—Industrial Court” is substituted.

Section 6—The following definitions are added, namely:—

“Industrial Court” or “Court” means the Industrial Court constituted by “The Industrial Arbitration Act, 1912.”†

“The Registrar” means the Industrial Registrar appointed under “The Industrial Arbitration Act, 1912,” and includes any Deputy Industrial Registrar appointed under that Act.

“President” means President or the Acting President of the Industrial Court.

Section 79—For “Court of Industrial Appeals” at the end of the Section the words “Industrial Court” are substituted.

Section 91, Sub-section (1)—In the third line the words “the Court” are substituted for the word “Justices.”

Section 93—The following words are added at the end of Sub-section vi. :—

“and may, subject to the provisions of “The Factories Act Amendment Act, 1910,”‡ include in the form of indenture of apprenticeship such provisions as the Board thinks practicable with reference to the training of apprentices in technical schools.”

Section 105, Sub-section (2), (b)—For “Court of Industrial Appeals” the words “Industrial Court” are substituted.

Section 125—

I. For the first two lines the following provision is substituted, namely:—

“(1) The Industrial Court, in addition to its jurisdiction and functions under ‘The Industrial Arbitration Act, 1912,’ shall have and exercise the jurisdiction and functions of”

II. Sub-sections (2) and (3) are repealed.

Sections 126 and 127 are repealed.

Section 128—For the words “and at any time” at the end of the Section the words “within six weeks after the publication of the determination in the *Gazette*” are substituted.

Section 129—The words “at any time” are struck out, and the words “within six weeks after the publication of the determination in the *Gazette*” are added at the end of the Section.

Section 130—After the word “shall” in the second line the following words are inserted:—“Unless the Court on application in manner prescribed by Rules of Court under ‘The Industrial Arbitration Act, 1912,’ so directs.”

Section 136 is repealed.

* Text E.B. IV., p. 230.

† Text E.B. XI., p. 108.

‡ Text E.B. VII., p. 126.

Section 137—

i. In Sub-section (1) for Sub-divisions (a) and (b) the following words are substituted, namely:—" Shall be final, and shall not be removable to any other Court by *certiorari* or otherwise, and, subject to Sub-sections (2) and (3) of §140A, shall not be challenged, reviewed, quashed, or called in question in any other Court or tribunal on any account whatever other than excess or want of jurisdiction."

ii. In Sub-section (2) the words " may either give such leave or " are struck out. After §140 the following Sections are inserted, namely:—

140A. (1) Any order, decision, or other proceeding of any kind whatever of the Court shall be final, and shall not be removable to any other Court by *certiorari* or otherwise; and no such order, decision or other proceeding shall be challenged, appealed against, reviewed, quashed or called in question in any other Court or tribunal on any account whatever other than excess or want of jurisdiction.

(2) Notwithstanding anything in this Section, the President may, if he thinks fit, in any proceeding before him, at any stage and upon such terms as he thinks fit, state a case for the opinion of the Supreme Court upon any question arising in the proceeding which in his opinion is a question of law.

(3) The Supreme Court shall hear and determine the question, and remit the case with its opinion to the President, and may make such order as to costs as it thinks fit.

140B. Notwithstanding anything in this Act, or in any other law or any practice to the contrary, the Court in the exercise of any jurisdiction or function conferred or imposed by this Act—

(a) shall be governed in its procedure and in its judgments, orders and decisions by equity, good conscience, and the substantial merits of the case, without regard to technicalities or legal forms or the practice of other Courts; and

(b) Shall not be bound by any rules or practice as to evidence, but may inform its mind on any matter in such manner as it thinks just.

Section 145—For the words " two or more Justices of the Peace in a summary way " the words " the Court in the manner and within the time prescribed by Rules of Court made under ' The Industrial Arbitration Act, 1912, ' " are substituted.

Section 146 is repealed.

Section 147—

i. For Sub-section (1) the following is substituted:—" (1) Proceedings under §145 may be instituted by any person interested."

ii. For " Justices " in Sub-section (2) the word " Court " is substituted.

iii. For " informant " in Sub-section (2) the words " person instituting the proceedings " are substituted.

Section 148—

i. In Sub-section (1) after the word " may " in the second line the words " within six weeks after the publication thereof in the Gazette " are inserted.

ii. In Sub-section (1) for " Court of Industrial Appeals " the words " Industrial Court " are substituted.

Section 152 is repealed.

Sections 158 and 159 are repealed.

Section 164—At the end of the Section add: " Provided that if the offence is against any of the provisions of Part VIII., the fine or penalty shall be recovered before a Special Magistrate."

Section 165—The following words are added:—" Provided that for the purposes of cases stated or to be stated by a Magistrate or Justices on questions of law, all references in Part III. of the Act No. 298 of 1883-4, to the Supreme Court and the Master thereof shall be read as references to the Industrial Court and the Registrar thereof respectively."

Section 167—For Sub-sections (2), (3) and (4) the following Sub-sections are substituted, namely:—

(2) Such appeal shall be to the Industrial Court.

(3) The proceedings on such appeal shall, unless and until otherwise prescribed by Rules of Court made under " The Industrial Arbitration Act, 1912, " be regulated by the Ordinance No. 6 of 1850 and any amendment thereof, or any other Act in force regulating appeals to Local Courts and for that purpose, all references in the said Ordinance or any such Act to a Local Court shall be

read as references to the Industrial Court: Provided that such Court may make such order concerning costs as it deems proper, and the amount of costs ordered may exceed Ten Pounds.

Section 168 is repealed.

B.—“The Factories Act Amendment Act, 1910,” is amended as follows:—

Section 22—For “Court of Industrial Appeals” wherever they occur, the words “Industrial Court” are substituted.

Section 25, Sub-section (2)—For “Court of Industrial Appeals” in Sub-division II., the words “Industrial Court” are substituted.

Section 48, Sub-sections (3)—For “Court of Industrial Appeals” the words “Industrial Court” are substituted.

C.—In any regulations made under “The Factories Act, 1907,” or under “The Factories Acts, 1907 to 1910,” and also, as far as practicable, in any determinations or other acts or decisions of a wages board or of the Court of Industrial Appeals made, done, or given under that Act or those Acts, any references to the Court of Industrial Appeals shall be read as references to the Industrial Court constituted by this Act, references to the Judge shall be read as references to the President or Acting President of the Industrial Court, and references to the Registrar of the said Court of Industrial Appeals shall be read as references to the Industrial Registrar or a Deputy Industrial Registrar appointed under this Act.

2. An Act to make further provision for dealing with Industrial Matters and Disputes. No. 1235. (Assented to December 23rd, 1915.)

1. (1) This Act may be cited alone as the “Industrial Arbitration Act Amendment Act, 1915.”

(2) The Industrial Arbitration Act, 1912* (hereinafter referred to as “the Principal Act”), and this Act may be cited together as the “Industrial Arbitration Acts, 1912 and 1915.”

2. This Act is incorporated with the Principal Act, and that Act and this Act shall be read as one Act.

3. In this Act—

“Registered association” means an association registered under this Act;

“This Act,” except where the context shows that a different construction is intended, includes the Principal Act and Rules of Court and Regulations, as well as this Act.

4. (1) Subject to the provisions of this Act, any of the following associations may, on compliance with the prescribed conditions, be registered under this Act, namely:—

Any association of not less than 20 employees in or in connection with any industry.

(2) The conditions to be complied with by associations applying for registration shall, until otherwise prescribed, be as prescribed by the Schedule to this Act.

(3) The Governor may, by regulation, prescribe model rules for associations dealing with the matters mentioned in the said Schedule, or with any of such matters. The adoption of any such model rules by an association shall be sufficient compliance with such of the conditions prescribed by the said Schedule as are dealt with by the adopted rules.

5. Any association applying to be registered under this Act may, on application to the Court, obtain power to adopt, and may thereupon adopt, any rules to enable it to comply with the prescribed conditions as part of its rules; and any rules adopted in pursuance of this Section shall, notwithstanding anything in the constitution or rules of the association, be binding on the association and the members thereof.

* Text E.B. XI., p. 108.

6. (1) Upon receipt of an application by any association to be registered under this Act, the Registrar shall, by notice in writing—

(a) inform all registered associations of the fact of such application, and

(b) fix a day, not being earlier than 30 days after the receipt of such application, for the consideration by the Registrar of any objections (made in the prescribed manner), on the ground that the association is not qualified to be registered or on the ground mentioned in §7, to the granting of such application.

(2) The decision of the Registrar in respect of any such objection shall be subject to appeal to the Court in the prescribed manner and time, and on such appeal the Court, after making full inquiry, shall direct whether the association shall be registered or not.

7. In order to prevent the needless multiplication of registered associations connected with the same industry in the same locality, the following provisions shall apply :—

(a) The Registrar shall, notwithstanding that no objection has been made by any registered association, refuse an application to register an association where, in the same locality and connected with the same industry, there exists a registered association to which, in his opinion, the members of the association applying for registration (hereafter in this Section referred to as "the applicant association") might conveniently belong.

(b) If the applicant association is dissatisfied with the Registrar's refusal to register, or if any registered association is dissatisfied with the Registrar's registration of the applicant association on the ground that such registration should have been refused in accordance with paragraph (a) hereof, the applicant association or such registered association may, in the prescribed manner and time, appeal against the Registrar's decision to the Court, unless the matter has already been decided on appeal under Section 6; whereupon the Court, after making full inquiry, shall direct whether the applicant association shall be registered or not, or if it has been registered, whether it shall continue to be registered or not, and the Registrar shall act accordingly: Provided that on such appeal it shall lie on the applicant association to satisfy the Court that, owing to distance, diversity of interest, or other substantial reason, it will be more convenient for its members to belong to an association separately registered than to join any such existing registered association.

8. (1) Subject to Sub-section (3) of this Section, and to §7 of this Act, on being satisfied that the association is qualified to be registered under this Act, and that the prescribed conditions have been complied with, the Registrar shall, without fee, register the association, and shall issue a certificate of registration, which shall be conclusive evidence of the fact of such registration and of the validity thereof.

(2) The Registrar shall at the same time register the rules and also the address of the registered office of the association.

(3) The association shall not be registered before the day fixed by the notice by the Registrar under §6, nor until all objections made in the prescribed manner under that Section have been finally dealt with, and the association shall not be registered if, on appeal under that Section or under §7, the Court has directed that it shall not be registered.

9. Every registered association shall, for the purposes of this Act, and as from the date of registration, be a body corporate by the registered name, having perpetual succession and a common seal, and by that name may sue and be sued for the purposes of this Act.

10. Any branch of an association may be treated as a distinct association for the purposes of this Act, and, with the approval of the Registrar, may be separately registered under this Act : Provided that no branch shall be registered as an association unless, in the opinion of the Registrar, it is a *bonâ fide* branch of sufficient importance to be registered separately.

11. In no case shall an association be registered under a name identical with that of any other registered association, or with the name under which any other trade union is for the time being registered under the Trade Union Act, 1876, or so nearly resembling any such name as to be likely to deceive members of any such registered association or trade union or the public.

12. Copies of all additions to or amendments or rescissions of the rules of a registered association, verified by the statutory declaration of the secretary or some other prescribed officer of the association, shall be sent to the Registrar; who shall register the same upon being satisfied that they are not in conflict with this Act. No such addition, amendment, or rescission shall be valid until registered.

13. A printed copy of the rules for the time being of a registered association shall be delivered by the secretary of the association to any person applying therefor, on payment of a sum not exceeding one shilling.

14. In all proceedings affecting a registered association, the production of what purports to be a copy of the rules of the association, and to be certified under its seal and the hand of the secretary or other prescribed officer thereof as a true copy of such rules, shall be *prima facie* evidence of the rules of the association and of their validity.

15. (1) In addition to its registered office, a registered association may have a branch office in any other locality in which any of its members reside or exercise their calling.

(2) Upon application by the association, under its seal and the hand of its president or chairman or secretary, specifying the address of the branch office, the Registrar shall register such branch office.

(3) The address of the registered office or of any registered branch office may be changed from time to time in the prescribed manner.

(4) Every such change shall be forthwith notified to the Registrar by the secretary of the association and shall thereupon be registered.

16. Every dispute between a registered association and any of its members shall be decided in a manner directed by the rules of the association.

17. (1) Any subscription payable by any member of a registered association in pursuance of the rules of the association, or any levy so payable for the purpose of providing funeral or sick or accident allowances, may be recovered by the trustees or other officers authorised to sue on behalf of or in the name of the association.

(2) Such subscription or levy may be recovered summarily in the manner provided by §64 of the principal Act.

(3) The production of a document, purporting to be under the seal of the registered association, authorising a trustee or other officer thereof therein named to sue on behalf of or in the name of the association, shall be sufficient evidence that such trustee or officer has been duly authorised by the

association for that purpose, and shall be *prima facie* evidence that the person producing such document is the person thereby authorised.

18. The Court may, on the application of any registered association, made in the manner prescribed by Rules of Court, order that any member of a registered association shall cease to be a member thereof from a date to be named in the order and either absolutely or for a period named in the order.

19. During the pendency of any industrial dispute or industrial matter before the Court, or of any proceedings for an offence against this Act, in which dispute, matter or proceedings a registered association is concerned, no resignation of or discharge from membership of such association shall have effect.

20. A registered association may purchase or take on lease in the name of the association or of trustees for the association, any land or buildings; and may sell, mortgage, exchange or let the same or any part thereof; and no person shall be bound to inquire whether the association or the trustees have authority for the purchase, lease, sale, mortgage, exchange or letting. The receipt of the said association or the trustees shall be a discharge for all moneys payable in respect of any such transaction.

21. (1) In the month of January in every year there shall be forwarded to the Registrar by every registered association a list of the members and officers (including trustees) of such association, as on the preceding thirty-first day of December; and in the month of July in every year there shall be forwarded to the Registrar by every registered association lists of all persons who have, during the six months ending on the preceding thirtieth day of June, become or ceased to be members or officers of such association: Provided that no association of employees shall return as a member thereof any employee whose subscription is twelve months in arrear.

(2) Each such list shall be verified by the statutory declaration of the president or chairman or secretary of the association.

(3) An association making default in forwarding any such list shall be liable to a penalty not exceeding two pounds for every week during which such default continues; and every member of the committee of management of any association who permits such default shall be liable to a penalty not exceeding five shillings for every week during which he permits such default. Such penalties shall be recoverable on the information or complaint of the Registrar.

22. (1) The secretary of every registered association shall, within one month after the completion of the yearly audit of the accounts of the association, deliver to the Registrar a duly audited balance sheet of the assets and liabilities of the association made up to the date of closing the accounts, and also a duly audited statement of the receipts and expenditure of the association during the year covered by such audit.

(2) If any secretary neglects to furnish such balance sheet and statement within the time aforesaid, he shall be liable to a penalty not exceeding ten pounds, recoverable on the information or complaint of the Registrar.

23. (1) Neither the Registrar, nor any person acting on his behalf, nor any officer of his department, shall, except by direction of the President, divulge to any person other than an officer of the registered association—

- (a) the name of any member of such association;
- (b) the number of members of such association; or
- (c) the financial position of such association.

(2) Any person contravening any provision of this Section shall be liable to a penalty not exceeding five pounds, which shall be recoverable on the information or complaint of any officer of the association.

24. Service of any process, notice, or document of any kind on a registered association may be effected by leaving the same at its registered office (not being a branch office), or by posting the same to such registered office in a duly registered letter addressed to the secretary of such association, or in manner ordered under §75 of the Principal Act.

25. Deeds and instruments to be executed by a registered association for the purposes of this Act may be made and executed under the seal of such association and the hands of the president or chairman and secretary thereof, or in such other manner as the rules of such association prescribe.

26. (1) If it appears to the Court, on the application of any registered association, or person interested, or of the Registrar—

(a) that an association has been registered under this Act erroneously or by mistake ; or

(b) that the rules of a registered association have been altered so as no longer to comply with the prescribed conditions, or have not *bonâ fide* been observed ; or

(c) that the rules of a registered association or their administration do not or does not provide reasonable facilities for the admission of new members, or impose or imposes unreasonable conditions upon the continuance of membership, or are or is in any way tyrannical or oppressive ; or

(d) that the proper authorities of a registered association wilfully neglect to levy and collect the subscriptions or levies referred to in §17 of this Act ; or

(e) that the accounts of a registered association have not been audited in pursuance of its rules, or that the accounts of a registered association or of its auditor do not disclose the true financial position of the association ; or

(f) that a registered association has wilfully neglected to obey any judgment, award, or order of the Court ; or

(g) that the number of the members of a registered association or of the employees of the members of a registered association (according to the nature of the case), at the time of the application, would not, having regard to §4 of this Act, entitle the association to registration ; or

(h) that a majority in number of the members of a registered association has, by ballot taken as prescribed, indicated a desire to have the registration of such association cancelled ; or

(i) that for any other reason the registration of an association ought to be cancelled,

the Court shall order the registration of the association to be cancelled, and thereupon it shall cease to be registered under this Act.

(2) The cancellation of the registration of an association shall, as from the making thereof, dissolve the incorporation of the association, in so far as this Act and the Principal Act are concerned, but shall not relieve the association, or any member thereof, from the obligation to comply with any judgment, award or order of the Court made before the cancellation or from any penalty, liability, or obligation incurred or created prior to the cancellation.

(3) On making an order for cancellation, the Court may direct that the order shall be suspended for a specified period and that if a requisition stated in the direction be complied with by the association, to the satisfaction of the Court, within that period, then the order shall be annulled; but that if such requisition is not so complied with, then the order shall have effect from the making thereof; and every such direction shall have effect according to the tenor thereof.

27. (1) Whenever two or more registered associations connected with the same industry amalgamate so as to form one association, and such association becomes registered under this Act as one new association, the Registrar shall cancel the registration of the associations so amalgamated and shall place upon the certificate of registration of such new association a memorandum of the names of the associations whose registration is so cancelled.

(2) Where there is more than one award in force relating to that industry within the same locality, the Court, on the application of any party, to any such award, may by order adjust the terms of such awards, and such order shall have effect as if it were a new award.

(3) Until such order is made neither the amalgamation nor the registration of the new association shall have effect.

28. A certificate of the Registrar that any specified person was at any specified time a member of any specified registered association shall, subject to review by the President, be conclusive evidence that the facts were as stated.

THE SCHEDULE.

Conditions to be Complied with by Associations applying for Registration under this Act.

i. The affairs of the association shall be regulated by rules specifying the purpose for which it is formed, and providing for the following matters in relation to the association :

- (a) A committee of management and officers.
- (b) The powers and duties of the committee and of officers.
- (c) The removal of members of the committee and of officers.
- (d) The control of the committee by the members, either as a whole, or in district meetings, or by a general governing body, or otherwise.
- (e) The times when and terms on which persons shall become or cease to be members.
- (f) The control of the property and the investment of the funds of the association and the periodical audit of the accounts of the association; such audit to be made at least once a year.
- (g) The conditions under which funds may be disbursed for ordinary expenses and extraordinary purposes.
- (h) The keeping of a register of the members.
- (i) The registered office; and
- (j) The repeal and alteration of and additions to the rules.

ii. The rules may also provide for any other matters not contrary to law.

iii. An application for registration of an association must be made in the prescribed form to the Registrar, and shall be signed by two or more officers of the association.

iv. Every application for registration shall be in duplicate, and shall be accompanied by—

- (a) Two copies of a list of the members and officers of the association, so far as known to those signing the application.
- (b) Two copies of the rules of the association; and
- (c) Two copies of a resolution, passed in accordance with the rules by a majority of the members present at a general meeting of the association, in favour of registration of the association; or
- (d) Two copies of a resolution, passed by an absolute majority of the committee of management, in favour of registration of the association.

V. Switzerland

GLARUS.

Gesetz über die Staatliche Alters- und Invalidenversicherung für den Kanton Glarus. (Erlassen von der Landsgemeinde am 7 Mai 1916.)

Act respecting State Old Age and Disablement Insurance for the Canton of Glarus. (Issued by the National Assembly on 7th May, 1916.)

Establishment of the Institution and Guarantee by the Canton.

1. A State Old Age and Disablement Insurance Institution shall be established for the Canton of Glarus.

The said Institution shall be guaranteed by the State.

Where in this Act reference is made to the Institution, this shall be read as meaning the "State Old Age and Disablement Insurance Institution."

Object of the Insurance.

2. The object of the Institution shall be, with the co-operation of the Canton and the communes, to grant to persons insured under this Act old age pensions, or disablement pensions in case of disablement.

Scope of the Compulsory Insurance.

3. Insurance shall be compulsory, with the exceptions named in §5, for all persons having completed their 17th year of age until the completion of their 50th year of age, who have their legal domicile in the Canton of Glarus.

Legal Domicile.

4. The obligation to insure shall begin in the case of all Swiss persons from other cantons after a residence of six months, and in the case of foreigners after one year's residence.

The legal domicile of a person shall be held to be the place where he lives with the intention of remaining there permanently (*cf.* §§23 and 26 of the Swiss Civil Code and §3 of the Federal Act respecting the position at civil law of persons settling and remaining in the country).

Exceptions to the Obligation to Insure.

5. Persons who on the commencement of the compulsory insurance are totally disabled or who become disabled during the first five years of the same, shall be excluded from the insurance.

Definition of Disablement.

6. "Disablement" shall be more exactly defined by an administrative Order to be issued by the State Council, which Order shall likewise prescribe the procedure for determining whether a person is disabled.

Decision as regards the Obligation to Insure.

7. The Department of the Interior shall decide, subject to appeal to the State Council, the question of whether the obligation to insure exists, after investigating the personal circumstances and procuring a medical report, if necessary.

Duration of the Insurance.

8. The insurance shall continue until the death of the insured person or until his legal domicile ceases to be within the Canton of Glarus, subject to §§ of this Act.

Where a person's legal domicile in the Canton of Glarus re-commences, and the payment of contributions has been interrupted during his absence, he shall be held to be newly admitted to the insurance.

Insurance of Persons Leaving the Canton.

9. Persons who leave the Canton of Glarus while it is compulsory for them to pay contributions, but who continue to have their domicile in Switzerland may remain in insurance. In this case they shall pay the increased yearly contribution contemplated in §13. Payment shall be made, without application from the Institution, in the course of the month of January to the commune in the register of which the insured person was entered on his ceasing to be domiciled in the Canton of Glarus.

If this payment is not made the insurance shall lapse.

Insured persons who settle abroad while it is compulsory for them to pay contributions, shall be relieved of the said obligation and shall have no further claim to disablement and old age pensions. Notwithstanding, such persons may, on returning to Switzerland within four years, be readmitted to the Institution if, after a medical examination, they prove to be healthy, and if they pay the arrears of contributions at the increased rate for the years of absence. Readmittance in such cases shall not be held to be a fresh entry into insurance, but a continuation of the insurance.

Methods of Raising the Funds.

10. The funds for the insurance benefits provided under this Act shall be raised by utilising the interest on the State Old Age and Disablement Insurance Fund, and by means of annual contributions from the Canton, the communes and the insured persons, and of any donations and legacies.

Contributions from the Canton.

11. The Canton shall pay the Institution an annual contribution of 85,000 frcs. from the Treasury.

In addition, the following sums shall devolve upon the Institution :

(a) The interest on the Old Age and Invalidity Insurance Fund, in pursuance of the Resolution of the National Assembly (Landsgemeinden) of 1st May, 1904 (Landsbuch VI., p. 124) ;

(b) The proceeds from the profits of inn licences, in pursuance of the Act respecting inns and the retail sale of spirituous drinks, dated 1st May, 1904 (Landsbuch VI., p. 130) ;

(c) Contributions from the water-works tax, in pursuance of the Act respecting the taxing of water-works, dated 22nd May, 1910 ;

(d) Contributions from the cantonal Building Insurance Institution in pursuance of the resolution of the National Assembly of 7th May, 1916 ;

(e) The net amount of the federal war tax falling to the Canton, in pursuance of the Resolution of the National Assembly of 7th May, 1916.

(f) Legacies and donations.

Contributions of the Communes.

12. The communes shall contribute annually 1 frc. per head of the population. The size of the population at any time shall be held to be that shown by the latest Swiss census.

Contributions of the Insured Persons: Annual Contribution.

13. Every insured person shall pay an annual contribution of 6 frcs.

If the insured person leaves the Canton of Glarus and remains in insurance in pursuance of §9, he shall pay an annual contribution of 16 frcs. during his residence in another canton. Out of this sum 10 frcs. shall be reimbursed to the insured person, without interest, for every year, if he returns to the Canton of Glarus and resumes his domicile there under §4, before he has been absent for four years.

The obligation to pay contributions shall cease at the age of 65.

Single Contributions.

14. An insured person may satisfy his obligation to pay contributions, by paying a single sum down, amounting to :

125 frcs. at the age of 17 years			
130	"	"	18 "
135	"	"	19 "
140	"	"	20 "
145	"	"	21 "
150	"	"	22 "
155	"	"	23 "
165	"	"	24 "
175	"	"	25 "
185	"	"	26 "
195	"	"	27 "
205	"	"	28 "
215	"	"	29 "
225	"	"	30 "
235	"	"	31 "
245	"	"	32 "
255	"	"	33 "
265	"	"	34 "
275	"	"	35 "
285	"	"	36 "
295	"	"	37 "
305	"	"	38 "
315	"	"	39 "
325	"	"	40 "
335	"	"	41 "
350	"	"	42 "
365	"	"	43 "
380	"	"	44 "
395	"	"	45 "
410	"	"	46 "
430	"	"	47 "
450	"	"	48 "
470	"	"	49 "

This payment shall be made at the commencement of the insurance or at a later date from the 17th year up to and including the 49th year of age, in accordance with the rate corresponding to the age.

If the commutation is not effected on admission to the Institution, but at a later date, the annual contributions already paid shall be deducted from the single sum, without interest.

While an insured person is domiciled in another canton he shall pay 100 frs. annually in arrears, in accordance with §§9 and 13 of this Act. These payments shall be reimbursed without interest if the insured person returns to the Canton of Glarus and resumes his domicile there under §4 before he has been absent for four years.

Reimbursement of Contributions.

15. The contributions paid shall be reimbursed, without interest, only if the insured person dies during the general five years' waiting period (§17) or if, during the said period, he becomes disabled and is consequently excluded from the insurance (§5).

This shall not affect the provisions of §25 as regards the reimbursement of contributions on a person becoming domiciled abroad.

Collection of the Annual Contributions.

16. The contributions of the Canton of Glarus and of the communes shall be paid all together on 31st December.

The contributions of the insured persons shall be collected in advance in two half-yearly instalments, namely, in April and October, and shall be delivered on each occasion at the end of the month.

A half-yearly instalment shall be paid in any case when the obligation to insure begins.

The communes shall be responsible for the due collection of the contributions; they may appoint a pay office for the receipt of the contributions, to which the insured persons must bring the same.

Waiting Period.

17. The right of an insured person to draw a disablement pension shall begin after he has been in insurance for five years, and provided that he has not been excluded from the insurance during this period on account of his having become disabled.

Disablement Pensions.

18. An insured person who, after the conclusion of the five years' waiting period (§17) becomes incapable of work for at least a year, as a result of illness or other infirmities, shall receive a disablement pension regardless of his age, provided the disablement is proved by a medical examination.

On the age of 65 being attained, the disablement pension shall cease and shall be replaced by an old age pension under §21 of this Act.

Old Age Pension.

19. An insured person shall receive an old age pension when he has completed his 65th year of age, even if he is not disabled, without prejudice to §20, paragraph 1.

Adjustment of Benefits.

20. In order to possess the right to draw an old age pension it shall be necessary for the insured person to have paid a total of 400 frs., equivalent to 33 annual contributions, with interest. If when the pension begins this sum has not been paid, the pension shall be reduced by 40 frs. every year until the missing sum has been made up.

No such deductions shall be made in the case of disablement pensions.

If the whole of the contributions have been paid in a single sum under §14 no reduction of the pension shall take place.

Insured persons who wish to avoid the adjustment of their pensions contemplated in the first paragraph may acquire a right to an old age pension of the full amount by paying the missing annual contributions without interest on the opening of the Institution or on entering the insurance, or even at a later date, but not later than the conclusion of their 59th year of age.

Amount of the Pensions.

21. Subject to §§20 and 25 of this Act, the Institution shall pay the following benefits, unless they are voluntarily renounced :

(a) An annual disablement pension beginning at 150 frcs. and increasing with every year by 10 frcs. up to a maximum of 300 frcs. for men, and of 250 frcs. for women.

(b) An annual old age pension amounting to :

180 frcs. (for men), 140 frcs. (for women) from the 66th year of age.

210 frcs.	„	160 frcs.	„	„	67th	„
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240 frcs.	„	180 frcs.	„	„	68th	„
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270 frcs.	„	210 frcs.	„	„	69th	„
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300 frcs.	„	250 frcs.	„	„	70th	„
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If the annual disablement pension reaches the maximum amount before the age of 66, it shall remain unaltered ; in other cases the corresponding rate of old age pension shall be payable.

Voluntary Renunciation of the Pensions.

22. Pensions to which an insured person voluntarily renounces his right shall be included in the list of legacies and donations ; they shall be specially administered and capitalised.

Payment of Pensions.

23. The pensions shall be paid out to the insured persons in quarterly instalments by the management of the Institution.

The pensions are intended for the personal support of the insured persons. The Institution shall deal only with the insured persons.

Any sequestration or attachment of claims to insurance benefits shall be invalid.

Termination of the Payment of Pensions.

24. The duty to pay pensions shall cease if the disablement comes to an end or the insured person dies.

Forfeiture of Pensions.

25. The claim to disablement or old age pensions shall expire if the insured person takes up his residence abroad after the pension has begun.

In this case the contributions paid by the insured person shall be returned to him on demand, without interest, in so far as the amount in question is not already covered by the pensions drawn.

The claim of the insured person to a pension shall expire on the said reimbursement.

The State Council may revoke the exclusion from the pensions of subjects of foreign States the legislation of which makes similar provision for Swiss subjects.

Supervision and Administration.—Supervisory Authorities.

26. The supervision and administration of the insurance shall rest with :
- (a) the communal councils,
 - (b) the Department of the Interior,
 - (c) the State Council,
 - (d) the National Council.

Communal Councils.

27. Every commune shall form an insurance district, for which it shall be the duty of the communal council, at the expense of the commune, to keep the register of insured persons, to see to the collection of the annual contributions, and to provide the information necessary to establish the obligation to insure and the right to draw a pension.

The State Council shall regulate the procedure in this matter.

Department of the Interior.

28. The Department of the Interior shall deal, in first instance, with
- (a) the supervision of the administration of the insurance in general ;
 - (b) the drawing-up of the necessary forms and registers for the registers of insured persons, for the statements of payments made and amounts drawn, for the admission of persons to the insurance and the recognition of the right to a pension ;
 - (c) the decision of the question of the obligation to insure (§7) ;
 - (d) the settlement of difficulties and disputes between the Institution and the insured persons.

State Council.

29. The State Council, as the supreme executive and administrative authority shall, in addition to issuing the decisions to be made in that capacity, exercise in particular the following functions :

- (a) issue regulations and advice in so far as the National Council is not competent to do so ;
- (b) issue final decisions on all difficulties and disputes between the Institution and the insured persons.

National Council.

30. It shall be the duty of the National Council to exercise general supervision over the Institution.

Administration.

31. The general management of the Institution shall be regulated by Order of the State Council, and shall be at the expense of the Canton.

It shall be part of the functions of the National Council to choose the manager and fix his salary.

The expenses arising from the duties laid upon the communes shall be paid by them.

Control of the Obligation to Insure.

32. The communes, with the co-operation of the civil boards (Zivilstandsämter) and of the police boards, shall see that every person under the obligation to insure is entered in the register of insured persons as soon as the said obligation begins.

The register, divided according to years, shall be so drawn up and kept that it gives an exact survey for each insured person of the payments made and sums drawn, the changes of his places of residence in the Canton, and the ceasing of the insurance.

Notification.

33. It shall be the duty of every insured person, on changing his place of residence within the Canton, to notify his departure within ten days at his former place of residence, and to notify his arrival at the new place.

If he goes outside the Canton of Glarus an insured person shall likewise give notice of his departure and at the same time declare whether he wishes to remain in the insurance by paying the annual contributions named in §§9 and 13 of this Act.

Every insured person shall be given an insurance certificate of these notices, corresponding to the general register, as proof of the existence of his insurance.

It shall be the duty of the insured persons to give conscientiously all the information necessary for regulating the insurance conditions in general and determining the right to draw a pension in particular.

Medical Examination.

34. If any difficulties arise as regards the obligation to insure, or the right to draw a disablement pension, the State Council shall nominate the medical men to whom the persons concerned may be referred for medical examination.

The cost of these examinations shall be borne by the Institution.

Changes in Personal Circumstances.

35. If a person's state of health changes in such a manner that the conditions for the granting of a disablement pension no longer exist, the communal council shall inform the management of the fact.

The management shall cause the circumstances to be re-investigated, and submit the result to the Department of the Interior for decision.

The management, on its own initiative, shall from time to time make close inquiries into the circumstances of insured persons entitled to draw pensions, and if necessary, report on the matter to the Department of the Interior.

Penalties.

36. Failure to observe the provisions respecting the obligation to pay the contributions (§13) and respecting the giving of notice (§33) shall be punished by the police court by fines of from 2 to 50 frs.

Voluntary Insurance.—Entry into Insurance before the Age of 18.

37. Before the obligation to insure begins persons of from 1 to 17 years of age, living in the Canton of Glarus, may be voluntarily admitted to the insurance by making a single payment amounting to :—

65 frs.	at the beginning of the	1st year of age.
67	" " "	2nd " "
70	" " "	3rd " "
73	" " "	4th " "
76	" " "	5th " "
79	" " "	6th " "
82	" " "	7th " "
85	" " "	8th " "
88	" " "	9th " "
92	" " "	10th " "
96	" " "	11th " "
100	" " "	12th " "
104	" " "	13th " "
108	" " "	14th " "
112	" " "	15th " "
116	" " "	16th " "
120	" " "	17th " "

These single payments may be made in any year, as desired, from the first year of age up to and including the seventeenth year of age.

These sums shall be reimbursed without interest if a voluntarily insured person becomes disabled or dies before the obligation to insure begins or during the general waiting period (§§5 and 17 of this Act).

When the age of 17 is reached the provisions of this Act as regards compulsory insurance shall apply.

Admission of Persons Voluntarily Insured to Membership of the Institution.

38. The National Council shall have power to draw up special provisions as regards voluntary insurance for all insurable persons of from one to 59 years of age inclusive, especially as regards pensions of higher amount, and the right to begin receiving a pension at an earlier date, than is provided under the compulsory insurance.

Until the Institution is opened, the scale of premiums for this purpose shall be drawn up in accordance with the technical principles of insurance, and shall be so calculated that no special burden shall be placed upon the Institution by this voluntary insurance.

In this connection, specially favourable terms shall be provided for persons being still insurable who, when the voluntary insurance begins, are between 51 and 59 years of age inclusive, and who do not belong to the compulsory insurance, in the sense that the annual contribution for them shall be fixed at 8 frs. less than for the other persons voluntarily insured.

Treaties Concerning Freedom of Migration.

39. The National Council is empowered to conclude treaties concerning freedom of migration with other cantonal old age and disablement insurance institutions.

Transitory and Concluding Provisions.—Commencement of Act.

40. This Act shall come into force on 1st January, 1918.

The National Council shall issue the necessary administrative Order in pursuance hereof, and is empowered to supplement this Act wherever this may become necessary.

Bringing into Operation.

41. It shall be the duty of the State Council to bring this Act into operation.

VI. Uruguay

1. *Decreto : Reglamentación de la ley sobre jornada de ocho horas, en toda la República.* 31 de Enero de 1916. (Boletín del Ministerio de Relaciones Exteriores = B.M.R.E. 1916, 130.)

Regulations made under the Act respecting the eight-hour day* throughout the Republic. (Dated 31st January, 1916.)

I. Actual Hours of Work.

1. Subject to the exceptions contained in the following Sections, the whole period during which a workman or employee gives up his right to act freely as he wishes and is at the orders of a master or superior official, shall be considered as time of actual work for the purpose of reckoning the eight hours.

* Act of 17th November, 1915; Text E.B. XI., p. 29.

2. In the case of those employees or workmen who direct the work of others and act independently without being subject to the continuous and direct supervision of the contractor or master, the actual hours of work shall be reckoned by the time during which the men under him are regularly working as long as he at the same time is taking his part in directing the work. In the case of employees or workers who themselves arrange their hours of work, these shall be computed in accordance with §3 of the Act.

3. In textile factories where the work is not continuous, and work begins with the setting of machinery in motion, an extension of time (not exceeding 30 minutes) which shall not be reckoned in the general hours of actual work of the factory may be allowed before the beginning or after the end of the work of the operatives, in the case of managers, overseers, engineers and stokers, provided that they are given an equal amount of time off during the general working hours of the factory.

4. In the case of gangs of roadmen whose work is to mend roads or maintain highways or the structure of bridges, where the work is carried on more than a kilometre from a railway station or town, the time occupied in going to the work shall not be reckoned in the actual hours of work, provided that the journey is not made on foot and that the means of locomotion are paid for by the contractor. But the time which is not to be reckoned shall not exceed one hour for the journey there or back.

5. In the case of maritime works carried on at a distance from the ports, so long as the workmen are conveyed at the cost of the employer, the hours of work shall be reckoned from the time of arrival, provided that the journey does not take more than one hour.

II. Work Not Subject to the Act.

6. The limitation of hours of work shall not apply to rural industries, cattle raising and agriculture, persons employed in personal service, drivers of cabs and taxis, the directors and managers of commercial or industrial undertakings, and the technical directors of industrial processes when their duties do not involve fixed hours of work.

7. Labourers, workmen or employees who are associated in the undertaking shall not be subject to the limitation of hours so long as the earnings received as wages, share of profits, or both, do not fall below 3,000 pesos a year.

8. In small businesses in order that an associate shall not be deemed a workman or employee, he must have a minimum share in accordance with the following scale :—

(1) When the profits do not exceed 2,400 pesos a year or 200 pesos a month :

- (a) one associate, at least 33 per cent. ;
- (b) two associates, at least 30 per cent. each ;
- (c) more than three associates, shares equal to the profits of the principal.

(2) When the profits exceed 2,400 pesos a year up to 4,800 pesos a year or 400 pesos a month :

- (a) one associate, at least 30 per cent. ;
- (b) two associates, at least 25 per cent. each ;
- (c) three associates, at least 20 per cent. each ;
- (d) more than three associates, shares equal to the profits of the principal.

(3) When the profits exceed 4,800 pesos a year up to 7,200 pesos a year or 600 pesos a month :

- (a) one associate, at least 20 per cent. ;
- (b) two associates, at least 20 per cent. each ;
- (c) three associates, at least 18 per cent. each ;
- (d) more than three associates, shares equal to the profits of the principal.

(4) When the profits exceed 7,200 pesos a year up to 12,000 pesos a year or 1,000 pesos a month :

- (a) one associate, at least 20 per cent. ;
- (b) two associates, at least 20 per cent. each ;
- (c) three associates, at least 20 per cent. each ;
- (d) more than three associates, shares equal to the profits of the principal.

(5) When the annual profits exceed 12,000 pesos, §7 shall apply.

In every case the association must be established by a contract made before a notary public empowering the associates to inspect the accounts of the business.

III. *The Computing of the 48 Hours in Every Six Days.*

9. When there are special circumstances which require that the work of workmen or employees shall not be interrupted after eight hours, the work may be continued provided that the hours of work do not exceed 48 in every period of six days.

In such cases a notification shall be sent to the local authority (Intendencia) of the corresponding department, stating the reasons which justify the fact and the maximum number of hours of uninterrupted work of the workmen or employees.

The local authority shall forward these communications to the National Labour Office, which shall arrange for the inspectors to verify the accuracy of the facts as far as possible.

10. Within the limits fixed by §3 of the Act, regular hours of work shall not be compulsory in the following cases :—

- (a) Salting, refrigerating and other similar works ;
- (b) Brick kilns ;
- (c) Men employed on coasting boats while at sea ;
- (d) Commercial travellers ;
- (e) Managers, agents and heads of branches who act with relative independence away from the principal place of business ;
- (f) Workmen and employees whose duties are performed away from and not under the control of their masters and who are free by themselves to choose their hours of work and rest ;
- (g) Generally, all drivers of vehicles who are not excepted by the Act or Regulations ;
- (h) The staffs of railway trains ;
- (i) The staffs of restaurants on trains ;
- (j) In case of *force majeure*, every kind of work ;
- (k) Processes or works which, for technical reasons, cannot be interrupted, and are not such as to admit of the person who begins them being relieved ;
- (l) Persons employed on tramways ;
- (m) Men employed in loading or unloading sea-going ships.

11. More than eight hours, but not more than nine hours, may be worked in establishments in which the plan of working 45 hours every five days and three hours on the sixth is adopted, the period of rest being regarded as included in the remaining time of the last day, provided that they have come to an agreement with their workpeople on the subject.

12. Commercial houses, banks and industrial businesses, as regards their offices, may, on the days when they are making up a balance sheet or doing other business out of the normal, exceed the eight hours limit if they give a corresponding amount of time off to their clerks within the limits fixed by §3 of the Act.

IV. Periods of Rest.

13. All workmen responsible for work requiring uninterrupted manipulation or attention shall have at the end of five hours at least one hour's rest, but this may be divided into shorter periods distributed throughout the five-hour period.

In this category there shall be included persons employed in electrical works forming gangs away from the generating station and including electricians, assistants, paviors, excavators and general labourers; persons employed in stores, labourers, etc.; persons employed in garages and drivers of automobiles and carts, grooms, cleaners, etc.; persons employed in workshops, engineers, blacksmiths, whitesmiths, carpenters, coppersmiths, turners, assistants, apprentices and labourers.

The work of guards, drivers, pointsmen and signalmen shall not exceed five and a half hours, after which there shall be a break of at least an hour and a half before completing the eight hours of work.

In the case of interruptions to the traffic which cause a dislocation of the service, the said five and a half hours, as well as the eight-hours day may be altered, provided that not more than 48 hours are worked in a period of six days.

14. In the case of tasks which require periodical, but not continuous, manipulation, and in which workmen can replace one another, then if times for rest and meals are allowed on the premises, eight continuous hours may be worked, counting all the time as that of actual work.

This category shall include electricians, engineers, stokers, greasers, cleaners in the generating station, the staff attending to complaints, telephone operators, assistant electricians, learners and labourers, linesmen, and persons in charge of mains and installations.

15. Workmen who are on duty on the premises at the orders of the master or business, ready to begin active work at the first call, and who are given facilities for eating and sleeping during the time while they are so employed, may remain up to 24 hours on the premises followed by an interval of another 24 hours.

Every two hours' duty of the kind above-mentioned shall count as one hour of actual work for the purposes of §3 of the Act.

16. The daily work in workshops and factories shall not be continuous for more than five hours, and a minimum break of two hours shall be allowed before completing the day of eight hours.

17. Night-work shall be regulated as regards the limit of continuous work as in the preceding Section, but the break shall be reduced to at least one hour.

18. Paviors, street-cleaners and roadmenders shall work normally within the maximum limit of five consecutive hours, with a minimum break of two hours before completing their eight hours' work.

In exceptional cases of storms which cause an interruption to the traffic, the workmen above referred to may work more than eight hours and have less than two hours' rest without the local authority being previously notified, but always subject to the limit fixed by §3 of the Act.

19. Employees of banks and commercial houses who ordinarily work less than eight hours a day, shall have a break of at least one hour after four hours of continuous work.

V. General.

20. Cases not specified in the present Decree shall be dealt with by the rules which are applicable to them by analogy as long as these regulations are not amplified.

21. For the purposes of §§5 and 6 of the Act, employers shall require from every workman before setting him on to work a signed declaration whether or not he works in any other establishment.

If the workman declares that he does not work elsewhere, or that he only works a number of hours less than he legally may, the employer shall be free from responsibility if the declaration proves to be false and a breach of §§5 and 6 of the Act is committed.

If the requisite declaration is not made, both employer and workman shall be liable to their respective penalties.

22. Persons who come within the cases specified in §§10 or 11 of the present Decree shall notify the municipal authority once for all stating that they wish to make use of the exemption allowed by the said Sections.

In the cases named under (j) of §10, notification shall be made to the proper authority before making use of the liberty to exceed the eight hours' limit, or immediately thereafter.

When a case of *force majeure* occurs to coasting vessels during navigation, notice shall be given to the proper authority as soon as possible.

23. In the cases provided for by §12, if the commercial houses, banks, etc., can fix beforehand the dates on which they will have to exceed the limit of eight hours, they may notify this once for all to the proper authority specifying such dates.

In the contrary case notice shall be given on each occasion.

VI. Inspectors.

24. The inspectors charged with the duty of enforcing the Act relating to hours of work may enter establishments during hours of work, observe the work, and question the masters or managers as well as the workmen about everything connected with the hours of work, rests, shifts and conditions of work. In carrying out their duties they shall take care to cause as little disturbance as possible to the work.

Wherever it is possible to obtain accurate information during the hours when work is slack or after the work is ended, they shall adopt this method for preference.

25. The inspectors shall not require any information as to the affairs of the business, sales, purchases, capital, technical methods, quality of the materials used, price of the finished article or anything else relating to the financial side of the undertaking.

Nevertheless, the evidence of the articles of partnership and the books of the business may be required, when there is a presumption that the law is being evaded by representing employees or workmen to be associates.

If the accounts are not properly kept, the partnership articles shall not by themselves be accepted as proof that the Society satisfies the requirements of §§7 or 8.

26. The functions of the local inspectors shall be fixed by areas.

The National Labour Office shall determine the limits of areas and shall appoint the corresponding inspector for each.

27. The inspectors in enforcing the Act in their areas shall form a register of the establishments within their jurisdiction.

The National Labour Office shall provide forms for this register so arranged as to contain the following data :—Name of the firm or business, name of the employer, number of persons employed, the hours of work, the times of rest.

28. In addition to supervising the hours of work, the inspectors of labour shall inspect the safety appliances with which the machines should be fitted for the prevention of accidents in accordance with the Act and regulations.

29. Establishments which do not comply with the Act relating to the prevention of accidents shall be reported by the inspectors, and the penalties which they have incurred shall be enforced.

2. *Decreto ampliando el decreto fecha 31 de Enero de 1916, con disposiciones pertinentes al descanso de las empleados de establecimientos bancarios. 21 de Febrero de 1916. (B.M.R.E. 1916, 141.)*

Decree to supplement the Decree of 31st January, 1916,* with provisions respecting rest for bank clerks. (Dated 21st February, 1916.)

1. In banks the employees' rest shall be arranged as follows :—

(a) In the case of employees working with a break at breakfast-time, the said break shall be regarded as a period of rest if it is not less than one hour and a half, provided that the actual daily hours of work do not exceed eight hours.

(b) In the case of employees who work not more than six hours a day, coming to work after breakfast, a period of rest of not less than half an hour shall be allowed during the period of six hours' continuous work.

2. The rule contained in §19 of the Decree of 31st January, 1916, shall not apply in the case of banks.

3. *Resolución aplicación del tiempo de descanso correspondiente a los obreros de panadería. 22 de Febrero de 1916. (B.M.R.E. 1916, 211.)*

Resolution respecting the application of the rules respecting periods of rest to workers in bakeries. (Dated 22nd February, 1916.)

The periods of rest in bakehouse work shall not exceed two hours, which may be distributed over the day of eight hours, in such a manner that the periods of work and rest together shall not exceed 10 consecutive hours, including eight hours of actual work together with the period of rest.

4. *Decreto estableciendo que rige en el gremio de fabricantes de calzado et horano de las ocho horas 25 de Febrero de 1916. (B.M.R.E. 1916, 212.)*

Decree establishing an eight-hour day in the Guild of Boot and Shoe Makers. (Dated 25th February, 1916.)

In view of the application made by the operatives of the Guild of Boot and Shoemakers to this Ministry, asking that an eight-hour day shall be established for that industry,

And it appearing from their statements that in some factories they have been dismissed for not accepting the scheme of nine hours a day for five days and three hours on the sixth, which is contemplated in §11 of the Regulations under the Eight Hours Act,

* Text E.B. XI., p' 144.

And whereas the said Section gives power to impose the said scheme of hours, provided that the operatives agree, which in this instance is not the case, and therefore the contractors or masters cannot insist on imposing the nine hours a day,

The President of the Republic decrees :—

1. The system of eight hours established by §1 of the Act of 17th November, 1915, shall apply generally to the Guild of Boot and Shoe Makers.

5. *Decreto : Determinacion del computo de los periodos de seis dias a las efectos del horario obrero, à que se refiere el articulo 3° de la ley pertinente. 22 de Marzo de 1916. (B.M.R.E. 1916, 213.)*

Decree respecting the method of reckoning the periods of six days for the purpose of the hours of work referred to in §3 of the relevant Act. Dated 22nd March, 1916. (B.M.R.E. 1916, 213.)

1. For the purpose of §3 of the Act of 17th November, 1915,* on hours of work, ordinary festivals or Sundays shall not be reckoned in the period of six days.

2. Industries or businesses which naturally carry on their work on ordinary or extraordinary festivals, such as railway trains, cafés and hotels are excepted from the provisions of §1.

Where an establishment carries on different branches of work, in some of which work ceases on Sundays and in others not, the provisions of §1 shall apply to the former and the exception contained in §2 to the latter.

* Text E.B. XI., p. 29.

War Measures in regard to Labour Legislation*

I. Germany

(A) EMPIRE.

Verwendung der zur Unterstützung von Gemeinden auf dem Gebiete der Kriegswohlfahrtspflege bereitgestellten Reichsmittel. (Zentralbl. f. d. Deutsche Reich, 1914, Nr. 65, S. 619.)

Statement respecting the use of the Imperial funds allocated for the assistance of the communes in the matter of war relief.

The following statement is compiled from the Federal Council's regulations respecting the use of the Imperial funds allocated by the second supplement to the Imperial estimates for the year 1914, for the assistance of communes or groups of communes in the matter of war relief.

1. The sum of 200 million marks set aside for the granting of maternity benefits during the war and for the assistance of communes or groups of communes in the matter of war relief, is intended for the period of the war.

2. Communes or groups of communes assisted by grants must not treat the war relief as having the character of poor law relief.

3. Grants may be made to be applied from 1st January, 1915.

4. No commune or group of communes shall be granted more than one-third of their total expenditure in war relief.

In exceptional cases the Federal Council may grant more than one-third.

5. Grants shall be made only in respect of expenditure incurred for beneficent purposes as a result of the war, in excess of the former expenditure for such purposes, consideration being paid to the paying capacity of the commune or the group of communes and the amount of their payments; expenditure on poor law relief shall not be taken into consideration in this connection.

6. Grants for the assistance of the families of men serving (Imperial Act of 28th February, 1888; R.G.Bl., p. 59, as amended by the Imperial Act of 4th August, 1914, R.G.Bl., p. 332) shall only be made in so far as the allowances paid have exceeded the legal minimum rates. If, in addition to the regular supplements made by a commune or group of communes to family allowances, and, in addition to the special maternity benefit in pursuance of §§1 to 5 of the Notification of 3rd December, 1914, respecting maternity benefits during the war (R.G.Bl., p. 492), further benefits for women before or after

* In order to save space, only those War Measures which deal with labour legislation in its strict sense will now be published in the BULLETIN.

their confinement are granted by a commune or group of communes, these benefits shall not be included in the expenditure for beneficent purposes contemplated in §5.

7. Where the war relief takes the form of making provision for persons out of employment, the following conditions must be satisfied :

(a) The regulation of the conditions for paying benefit and the amount and nature of the benefit is left to the discretion of the communal authorities : payment in kind (food, rent allowances, etc.) may be substituted for money benefits.

(b) The benefits shall only be allowed to able-bodied persons residing in the locality and willing to work who are in need as a result of loss of employment caused by the war.

Unemployed persons who refuse to take suitable work shall not be given benefit.

(c) Small possessions (small savings, household arrangements) shall not be taken into consideration in estimating the need ;

(d) Not more than one-half of any benefits which an unemployed person draws as the result of provision made by himself or some other person, or of a pension, shall be set off against the benefit to be granted by the commune or group of communes. This shall apply to the interest on savings, etc., without prejudice to the provision under (c) respecting the treatment of the capital.

8. Communes and groups of communes shall make application to the central authorities of the State.

Bekanntmachung betreffend Regelung der Arbeit in Web-, Wirk-, und Strickstoffverarbeitenden Gewerbe- und Industriezweigen. (Von den Generalkommandos am 4. April 1916 veröffentlicht.)

Notification respecting the regulation of work in branches of industry where woven materials, hosiery and knitted materials are prepared. (Published by the General Command on 4th April, 1916.)

The following provisions shall apply to industrial undertakings where men's or boys' clothing (coats, breeches, waistcoats, cloaks, caps), women's and children's clothing (cloaks, dresses, blouses, linen, shawls, aprons, corsets) or white and coloured underclothing are manufactured or prepared wholesale (clothing trades), including the making of articles to measure by such undertakings, and also to industrial undertakings in which articles of use are made wholesale wholly or partly from woven materials, hosiery or knitted materials, wool or felt (sacks, rucksacks, tents, slippers, gaiters, umbrellas, quilts, etc.). The goods shall be held to be manufactured or prepared wholesale, even where in the undertaking itself only a limited number of such goods are produced, if the contractor for whom the undertaking works has the goods manufactured wholesale. In addition, even where there is no question of wholesale manufacture the regulations shall apply to all industrial undertakings of the kind designated, in which at least four workers (workwomen) are employed in addition to the occupier or manager.

Employment inside the Contractor's Undertaking.

1. The net hours of work of persons employed in the undertaking in cutting the materials shall not exceed 40 hours a week. The number of such persons shall not exceed the number employed in cutting for the undertaking on 1st February, 1916. Cutting by means of any kind of cutting machine

driven by power (including stamping machines, etc.) shall be prohibited, except in the case of textures consisting wholly or partly of paper. Cutting by means of cutting machines worked by the hand or foot shall only be permissible for five hours on Tuesday in each week. The number of such cutting machines shall not exceed the number existing in the undertaking on 1st February, 1916.

The net hours of work of other persons employed in the undertaking in the making or preparation of the articles of manufacture, in arranging the work, or in giving it out, or receiving it back, shall likewise not exceed 40 hours a week.

The manner of distributing the hours of work permitted under paragraphs 1 and 2 amongst the various working days shall be left at the discretion of the owners of undertakings within the limits allowed by law. They must notify the competent industrial inspecting authorities within eight days, in writing, of the hours to be worked accordingly in their undertakings. Subsequent alterations in these hours of work shall be notified to the competent industrial inspecting authority within eight days. The authorities designated by the police authorities of the State may issue orders respecting the distribution amongst the various working days of the hours of work permitted.

2. The number of the persons designated in §1, paragraph 2, may by notification on the part of the owner of the undertaking be reduced, within the first two months after the issue of these regulations, to not more than one-twentieth, and thereafter to not more than one-tenth, below the number on 1st February, 1916, provided that the production of the undertaking does not sink, in two consecutive months, below 60 per cent. of the amount which the undertaking produced on an average during the year 1915.

3. The salaries, and in so far as the work is remunerated by time, the wages of the persons designated in §1, paragraph 2, shall not be reduced by more than two-tenths as compared with those paid on 1st February, 1916.

If the work is paid for by the piece, the rates of pay shall not be less than those paid on 1st February, 1916. Owners of undertakings must pay, in addition to the wages thus earned, a bonus amounting to one-tenth of the sum earned, if the earnings for the week do not exceed nine times the local wage (daily wage customary in the locality). The bonuses shall be entered in the work books (account books) and wages books and clearly designated as bonuses.

Employment Outside the Contractor's Undertaking.

4. In so far as the preparation of articles for an undertaking is carried on outside the workshops of the latter, the following provisions shall apply :

(1) Owners of undertakings (persons ordering the goods) shall allot to the occupiers of workshops and other persons who cut, prepare or give out materials for them, only so much work that the wages to be paid for the same shall not exceed seven-tenths of the amount which was paid on an average during the year 1915. If the production of the undertaking on an average during the year 1915 fell to less than 60 per cent. of the production during 1913, the average for the year 1913 may be taken. In so far as concerns the occupiers of workshops and other middlemen who in the year in question were not employed by the owner of the undertaking, the average for the months of January and February, 1916, shall be taken as the basis.

(2) The net hours of work of persons employed in workshops in preparing the articles shall not exceed 40 hours a week.

The distribution of the hours of work amongst the various working days shall be left at the discretion of the occupiers of the workshops ; the provisions of §1, paragraph 3, shall apply likewise in this connection.

(3) Owners of undertakings, occupiers of workshops and other persons engaged in distributing the work (distributors, agents, middlemen, etc.) shall not give out to workers (workwomen) who prepare the articles themselves in their homes (home-workers, women home-workers, occupiers of domestic workshops, etc.), in so far as such persons regularly prepare the same articles, more than seven-tenths of the amount of work given out to them on an average in the period from the beginning of October, 1915, to the end of February, 1916, and in other cases more work than would enable the workers to earn an amount not exceeding seven-tenths of their average earnings in the period stated. If such workers are newly engaged, so that there is no basis for calculating the amount of work or earnings received or earned by them in the period stated, they shall not be given more work than would enable them to earn an amount not exceeding seven-tenths of the earnings which they are proved to have earned weekly on an average during the stated period in their last place of employment, or in the absence of any such proof seven-tenths of the local wage (daily wage customary in the locality).

(4) The rates of pay for work given out to the persons designated above under (1) and (3) shall not be less than they were on 1st February, 1916. The same shall apply to the persons designated above under (2) in so far as they are paid by the piece. If such persons are paid by time (daily or weekly wage) the hourly rates of pay must not be less than those paid on 1st February, 1916.

(5) The owners of undertakings, in so far as they employ direct any workers as designated under (3) above, shall pay such workers a bonus on their earnings equivalent to one-tenth of the amount earned.

In other cases the earnings of the persons designated under (2) and (3) above shall be increased by bonuses to the extent of one-tenth by the occupiers of the workshop or the persons giving out the work (distributors, agents, middlemen, etc.)

The bonuses [paragraphs 1 and 2] shall be entered in the work books (account books) and wages books and clearly designated as bonuses.

The owners of undertakings (persons ordering the goods) shall give to the occupiers of workshops and other persons giving out the work, as compensation for the bonuses paid, an increase of 7 per cent. on the amount to be paid to them. The said middlemen must on each occasion, within three days after the payment of the wages, hand in to the competent industrial inspecting authority a list of the wages paid by them. This list must show the name and address of each worker (work-woman), the wages earned, the bonus paid and the resultant total amount of the wages paid to him.

General Provisions.

5. In no case shall more be cut out in a week than can be worked up in the following week.

6. In so far as the hours of work of persons employed in the undertakings of the contractor or in the workshop are limited to 40 hours a week [§1, paragraphs 1 and 2, §4 (2)], no work shall be given out to such persons to be done outside the undertaking or the workshop, or on the account of third persons.

7. The owners of undertakings shall present to the competent industrial inspecting authorities, by 1st April, 1916, a list of the persons employed by them in their undertaking on 1st February, 1916, in cutting (*cf.* §1, paragraph 1), and shall state at the same time the number of persons employed by them on 1st February, 1916, in the undertaking, in arranging, giving out and receiving back the work or in making or preparing the articles of manufacture (*cf.* §1, paragraph 2).

8. In the premises of a contractor where articles are made or prepared by piece-work (§3, paragraph 2) a notice in clearly legible writing in accordance with letter (a) of the Schedule shall be affixed in a conspicuous place.

In the premises of contractors and of persons giving out the work for them (distributors, agents, middlemen, etc.) in which work is given out to or received from home-workers, outworkers, etc. [§4 (3)], and in workshops [§4 (2)] a notice in clearly legible writing in accordance with letter (b) of the Schedule shall be affixed in a conspicuous place on the outside and the inside of the entrance and exit doors.

9. The authorities designated by the Central Authorities of the State may, on request, allow exceptions to the provisions of §1, paragraphs 1 and 2, which are necessary in the public interest. The public interest may be held to be affected even in cases where, if the exception is not allowed, the undertaking cannot be maintained to such an extent as to permit of the workers (home-workers) being employed to the extent permitted by this Order.

10. It shall be the duty of the owners of undertakings, the occupiers of workshops and other persons giving out the work (distributors, agents, middlemen, etc.) to allow the competent industrial inspecting authorities to inspect their wages lists and other books, so far as may be necessary to determine the correctness of the wages paid.

11. The Notification shall come into force on its publication. The provisions of §4 (2)–(5), and §5 shall apply from that date even in respect of the giving out of work from supplies of work handed over before the said date by the owner of an undertaking to the occupier of workshops or other persons giving out the work (distributors, agents, middlemen, etc.).

From the date contemplated in paragraph 1 the Notification W.M. 7-1. 16. K.R.A. of January, 1916, respecting power-driven machines in the clothing trade, shall cease to have effect as regards undertakings coming under this Notification.

(B) FEDERAL STATES.

1. PRUSSIA.

Erlass betr. Kriegs-Wochenhilfe. Vom 14-21. Dezember 1914 (Ministerialblatt der Handels- und Gewerbe-Verwaltung, 1915, S. 8).

Decree respecting maternity benefit during the war. Dated 14th-21st December, 1914.

Erlass des Ministers für Handel und Gewerbe betr. Stellenvermittlergesetz. Vom 31. Dezember 1914 (H.M.Bl. 1915, S. 16).

Decree of the Minister of Commerce and Industry respecting the Employment Agents Act. Dated 31st December, 1914.

In pursuance of §8 of the Employment Agents Act of 2nd June, 1914 (R.G.Bl., p. 860), I decree as follows :

1. Employment agencies carried on for profit shall be prohibited until further notice from finding employment for foreigners who worked in the year 1914 as agricultural labourers or servants in agricultural undertakings who are seeking such employment.

2. This Decree shall come into force immediately.

3. Erlass des Ministers für Handel und Gewerbe betr. Sonntagsruhe in Bäckereien und Konditoreien. Vom 12. Januar 1915 (H.M.Bl., S. 36).

Decree of the Minister of Commerce and Industry respecting Sunday rest in bakeries and confectionery businesses. Dated 12th January, 1915.

In order to reduce the difficulties which arise in supplying the public with the necessary bread and cakes, as a result of the prohibition of night-work in bakeries (§9 of the Notification of the 5th inst., R.G.Bl., p. 8), I authorise you until further notice, in pursuance of §105e of the Industrial Code, contrary to the rule contained in No. 161 of the administrative instructions, to allow the employment of workers in bakeries on Sundays and holidays up to 12 o'clock noon, provided that each worker is allowed the necessary time every third Sunday to attend divine service. It results from this provision that, in bakeries—just as in confectionery businesses—work may be carried on on the mornings of Sundays and holidays after the conclusion of the night's rest, i.e. at earliest from 7 a.m., until 12 o'clock noon.

For the reasons mentioned above, I authorise you, in addition, in so far as need arises, to allow the dough to be set for rye bread on Sunday evening by one worker in each bakery, during one hour (say, from 6 to 7 o'clock).

4. Erlass des Ministers für Handel und Gewerbe betr. Unfallfürsorge für Schiffsbesatzungen während des Krieges. Vom 28. Juni 1915 (H.M.Bl., S. 137).

Decree of the Minister of Commerce and Industry respecting provision in case of accident for the crews of ships during the war. Dated 28th June 1915.

[The Minister requests the notification of the "Principles."]

SCHEDULE.—*Principles for a system of accident insurance for seamen in respect of the war risks to which the crews of ships engaged in shipping in the Baltic and North Seas are exposed.* (Drawn up by the Imperial Department of the Interior.)

1. In view of the risks caused by the war to German shipping in the Baltic and North Seas, it seems expedient, since it is necessary to maintain shipping in the public interest, to introduce further provision in case of accident for the crews of German merchant ships, beyond the scope of that based upon the Imperial Insurance Code.

2. It has been decided for fundamental reasons to desist from regulating this matter by legislation. A solution had better be sought in the initiative of the shipowners, assisted by the State, so as to provide a single capital sum for the crews in case of accident, in addition to the legal claims arising out of the Imperial Insurance Code.

3. This sum shall amount to eight times the annual benefit legally fixed under the Imperial Insurance Code for the accident in question.

In case of incapacity no capital sum shall be granted unless the earning capacity is reduced by at least 25 per cent.

4. Since the sum to be granted hereunder, even when a proper share is borne by the State, will require a considerable capital expenditure exceeding the average paying capacity of the shipping businesses concerned, it appears expedient to cover the risk of this outlay in a private insurance company capable of bearing the same.

5. The "Alliance" Insurance Company in Berlin is in a position to undertake the aforesaid risk at reasonable rates of premiums, which may only be increased with the sanction of the Imperial Chancellor.

6. The sum to be insured shall be fixed for each member of the crew at eight times the so-called full annual benefit in the case of permanent incapacity under §§1065 *et seq.* of the Imperial Insurance Code.

7. The object of the insurance shall be death or injury caused by shooting, including bomb-throwing, ramming, running on mines or other direct war risk.

If a ship is held to be lost, the loss shall be regarded as caused by a war risk when, in the circumstances, the existence of an ordinary sea risk does not seem probable. In case of difference of opinion between the insured and the "Alliance" as regards the existence of a war risk, the Imperial Commissioner for the German Sea Insurance Company of 1914, joint-stock company, shall decide finally.

8. The relations between the owners and the crew shall be regulated by adding the following to the muster roll :

"The ship's crew is specially insured by the owner against war risks in the 'Alliance' Company in Berlin in accordance with the principles laid down by the Imperial Department of the Interior."

9. The conclusion of the insurance contracts shall be effected on the application of the shipowner through the Shipping Trade Association (Seeverkehrs-Genossenschaft). This association shall be authorised by the "Alliance" to draw up the policies, and shall undertake the payment of the premiums and the paying out of any insurance sums. The Association shall collect the premiums in its turn from the shipowners concerned.

The Shipping Trade Association shall act in this connection merely as the agent of the "Alliance."

10. The additional provision in case of accident shall be limited :

(a) to the time until the conclusion of peace ;

(b) to the following voyages :

The North Sea from Emden to Drontheim, Skagerak, including the voyage to Christiania ;

The Baltic Sea as far as Memel and Lulea.

11. In order to alleviate the burden upon the shipowners arising from the increased provision against accidents, the Empire is willing to take over two-thirds of this burden, by means of insurance under an agreement concluded with the "Alliance"

Erlass des Ministers für Handel und Gewerbe betr. Heimarbeiten für den Heeresbedarf. Vom 9. September 1915 (H.M.Bl., S. 241).

Decree of the Minister of Commerce and Industry respecting home-work for Army requirements. Dated 9th September, 1915.

I send you for the information of the industrial inspectors a copy of a circular of the Minister of War, dated 30th August, 1915 [No. 540, 8.15 A.Z.] respecting the use of home-work to ensure the requirements of the Army.

SCHEDULE.

In order to ensure the supply of Army requirements, it appears more and more necessary to use home-work to a greater extent than hitherto in order to release, by this means, a certain number of men fit for military service retained in war industries. The branches of work in question are chiefly those supplying clothing and equipment and partly also provisions for the troops. The executive committee of the Union of Women Home-workers of Germany has now undertaken to attempt to make arrangements in its local branches such as to render the undertaking of such orders possible. The Ministry of War considers it important that the industrial inspectors should co-operate in this organisation and consequently requests that the said authorities shall be instructed, with their knowledge of the circumstances, to assist any unions of home-workers approaching them, as far as possible, with advice and practical co-operation.

2. BAVARIA.

1. *Bekanntmachung, Vollzug des Reichsgesetzes vom 4. August 1914, betr. Ausnahmen von Beschäftigungsbeschränkungen gewerblicher Arbeiter.* Vom 11. August, 1914. (Gesetz- und Verordnungsblatt, S. 366.)

Notification respecting the administration of the Imperial Act of 4th August 1914, relating to exceptions to the restrictions on the employment of industrial workers. Dated 11th August, 1914.

2. *Bekanntmachung, betr. Ausnahmen von Beschäftigungsbeschränkungen von Bergarbeitern.* Vom 10. September 1914 (G.V.Bl., S. 603).

Notification respecting exceptions to the restrictions on the employment of miners. Dated 10th September, 1914.

SOLE SECTION.—During the present war the Chief Mining Board may, on request, allow exceptions in particular undertakings to the rules respecting permission to carry on coal-getting operations independently, contained in §132, paragraph 3, of the Regulations of the Chief Mining Police of 30th July 1900 (G.V.Bl., pp. 843 *et seq.*).

3. *Königliche Verordnung, die Organisation und den Wirkungskreis der Bergbehörden, hier die Geschäfte der Markscheider betr.* Vom 29. April 1915. (G.V.Bl., S. 45.)

Royal Order respecting the organisation and sphere of operations of the mining authorities, in this case the business of the surveyors of mines. Dated 29th April, 1915.

3. SAXONY (Kingdom).

Erlass des Ministeriums des Innern, an die Kreishauptmannschaften betr. Arbeitslosenfürsorge. Vom 21. November, 1914.

Decree of the Minister of the Interior addressed to the district authorities respecting provision for the unemployed. Dated 21st November, 1914.

4. WURTEMBERG.

Verfügung des Ministeriums des Innern, betr. Ausnahmen von Beschäftigungsbeschränkungen gewerblicher Arbeiter. Vom 13. August 1914. (Regierungsblatt, S. 357.)

Order of the Ministry of the Interior respecting exceptions to the restrictions on the employment of industrial workers. Dated 13th August, 1914.

5. BADEN.

1. *Verordnung des Ministeriums des Innern, Ausnahmen von Beschäftigungsbeschränkungen gewerblicher Arbeiter betr.* Vom 10. August 1914. (Gesetzes- und Verordnungsblatt, S. 294.)

Order of the Ministry of the Interior respecting exceptions to the restrictions on the employment of industrial workers. Dated 10th August, 1914.

2. *Landesherrliche Verordnung, die Ergänzung der Verordnung vom 30 Juni 1892 über die Lieferungsverbände für die Kriegsleistungen und für die Unterstützung von Familien in den Dienst getretener Mannschaften betr.* Vom 12. August 1914. (G.V.Bl., S. 299.)

Order of State to supplement the Order of 30th June, 1892, respecting societies for the distribution of war benefits and the maintenance of the families of men entering the service. Dated 12th August, 1914.

3. *Verordnung des Ministeriums des Innern und des Ministeriums der Finanzen, die Unterstützung von Familien in den Dienst eingetretener Mannschaften betr.* Vom 13. August, 1914. (G.V.Bl., S. 300.)

Order of the Ministry of the Interior and the Ministry of Finance respecting the maintenance of the families of men entering the Service. (Dated 13th August, 1914.)

4. *Landesherrliche Verordnung, die Lieferungsverbände für die Kriegsleistungen und für die Unterstützung von Familien in den Dienst getretener Mannschaften betr.* Vom 30. Januar 1915. (G.V.Bl., S. 23.)

Order of State respecting societies for the distribution of war benefits and for the maintenance of the families of men having entered the Service. (Dated 30th January, 1915.)

6. HESSE.

1. *Gesetz, ein vereinfachtes Enteignungsverfahren zur Beschaffung von Arbeitsgelegenheit und zur Beschäftigung von Kriegsgefangenen betreffend.* Vom 19. Dezember 1914. (Regierungsblatt, S. 494.)

Act respecting a simplified dispossession procedure in order to create opportunities for work and for the employment of prisoners of war. Dated 19th December, 1914.

2. *Gesetz, die Bereitstellung von Mitteln zur Beschaffung von Arbeitsgelegenheit betreffend.* Vom 19. Dezember 1914. (R.Bl., S. 497.)

Act respecting the provision of means for the purpose of providing openings for employment. Dated 19th December, 1914.

7. HAMBURG.

1. *Gesetz über die Gehalts- und Lohnfortzahlung an staatliche Angestellte und Arbeiter während des Kriegsdienstes.* Vom 7. August 1914. (Gesetzsammlung 1914, I., S. 92.)

Act respecting the continued payment of salaries and wages to State employees and workers during military service. Dated 7th August, 1914.

2. *Bekanntmachung, betreffend die freiwillige Versicherung resp. Weiterversicherung der Kriegsteilnehmer und der durch den Kriegsausbruch arbeitslos gewordenen Personen in der Kranken- und Invalidenversicherung.* Vom 22. Oktober 1914. (G.S. II., S. 177.)

Notification respecting the voluntary or continued insurance against sickness and invalidity of persons taking part in the war or having lost their employment on account of the outbreak of war. Dated 22nd October, 1914.

3. *Bekanntmachung, betr. die Krankenversicherung der Kriegsteilnehmer und Arbeitslosen.* Vom 27. November 1914. (G.S. II., S. 220.)

Notification respecting the sickness insurance of persons taking part in the war and unemployed persons. Dated 27th November, 1914.

8. BREMEN.

Gesetz betr. die Gehalts- und Lohnzahlung an auf Privatvertrag Angestellte und Arbeiter des Staates und der Stadt Bremen während des Kriegsdienstes. Vom 22. August 1914. (G.S., S. 189.)

Act respecting the payment of salaries and wages during military service to employees engaged under private contracts and workers of the State and of the Town of Bremen. Dated 22nd August, 1914.

9. LUBECK.

1. *Gesetz über die Gehalts- und Lohnfortzahlung an staatliche Angestellte und Arbeiter während des Kriegsdienstes.* Vom 13. August 1914. (Sammlung der Lübeckischen Gesetze und Verordnungen, S. 191).—Mit Nachtrag vom 9. Dezember 1914, S. 261.

Act respecting the continued payment of salaries and wages to State employees and workers during military service. Dated 13th August, 1914.—With a supplement dated 9th December, 1914.

2. *Verordnung betr. die Einreichung statistischer Aufzeichnungen durch die gewerbsmässigen und nicht gewerbsmässigen Stellenvermittler und Arbeitsnachweise.* Vom 22. August 1914. (Sammlung usw. 1914, S. 198.)

Order respecting the presentation of statistical data by employment agents and labour exchanges carried on for profit and those not carried on for profit. Dated 22nd August, 1914.

II. Austria*

Kaiserl. Verordnung betr. die Ermächtigung der Vorstände von Krankenkassen und Bergwerksbruderladen und der Ausschüsse von Ersatzinstituten der Pensionsversicherung zu besonderen Vorsorgen während der Dauer des Kriegszustandes. Vom 6. September 1914. (R.G.Bl., Nr. 238, S.R. 1914; II., 469.)

Royal Order respecting authorisation for the governing bodies of sick funds and miners' benefit funds and for the committees of substitute institutions for pension insurance to make special provision during the state of war. Dated 6th September, 1914.

Ministerialverordnung, betr. die Beschlussfassung der Vorstände von Krankenkassen und der Ausschüsse von Ersatzinstituten der Pensionsversicherung. Vom 7. September 1914. (R.G.Bl. Nr. 239, S.R. 1914, II., 470.)

Ministerial Order respecting the adoption of resolutions by the governing bodies of sick funds and the committees of substitute institutions for pension insurance. Dated 7th September, 1914.

Ministerialverordnung, betr. die Beschlussfassung der Vorstände der Bergwerksbruderladen während der Dauer der durch den Kriegszustand hervorgerufenen ausserordentlichen Verhältnisse. Vom 19. September 1914 (R.G.Bl. Nr. 254, S.R. 1914, II., 471.)

Ministerial Order respecting the adoption of resolutions by the governing bodies of miners' benefit funds during the extraordinary circumstances arising from the war. Dated 19th September, 1914.

Kaiserl. Verordnung, mit welcher die Regierung ermächtigt wird, aus Anlass der durch den Kriegszustand verursachten ausserordentlichen Verhältnisse die notwendigen Verfügungen auf wirtschaftlichem Gebiete zu treffen. Vom 10. Oktober 1914. (R.G.Bl. Nr. 274, S.R. 1915, II., 27.)

Royal Order to empower the Government to issue the orders on economic matters rendered necessary by the extraordinary circumstances caused by the state of war. Dated 10th October, 1914.

Kaiserl. Verordnung betr. die Ermächtigung der öffentlichrechtlichen Versicherungsanstalten zur Aufwendung von Mitteln für ausserordentliche Zwecke während des Kriegszustandes. Vom 29. November 1914. (R.G.Bl. Nr. 330, S.R. 1915, II., 19.)

Royal Order to empower the public insurance institutes to use funds for extraordinary purposes during the state of war. Dated 29th November, 1914.

Ministerialverordnung, betr. den Betriebszuschuss für abgerüstete oder handelsuntätige Seehandelschiffe. Vom 27. März 1915. (R.G.Bl. Nr. 87, S.R. 1915, II., 54.)

Ministerial Order respecting the trading bonus for sea-going merchant ships laid up or unfit for trade. Dated 27th March, 1915.

* The Titles of Orders issued in Lower Austria, Styria, Carniola, Littoral, Tyrol, Moravia and Silesia putting out of operation the provisions respecting the closing of shops are given in the chronological index to this volume.

I. The Marine Authority is empowered in the case of sea-going merchant ships which, in pursuance of §IV., paragraph 1, of the Act of 23rd February, 1907 (R.G.Bl. 44), respecting the assistance of merchant shipping and the promotion of shipbuilding, for the trading bonus for the period in question on account of having been laid up or unfit for trade for more than three months, to liquidate such part of the annual instalment due in respect of a period of unfitness for trade caused by the state of war, provided that the owners of these ships:

(1) on dismissing or reducing the salaries of employees engaged on board or office work on 1st January, 1915, first apply for and procure the sanction of the Marine Authority;

(2) pay to all their employees service bonuses in accordance with a minimum amount to be fixed from time to time by the Marine Authority;

(3) make a suitable allowance to the members of the families of the crews of their ships in enemy or neutral countries, in so far as these employees cannot be paid and to the dependants of their employees who are prisoners of war.

II. Due proof of the fulfilment of these conditions shall be presented when the application for the liquidation of the trading bonus is made in pursuance of §XIII. of the Act of 23rd February, 1907 (R.G.Bl. No. 44), or in support of such application.

III. The Marine Authority shall issue decisions after hearing the views of the shipowners concerned taking into consideration the special circumstances of each particular case.

IV. This Order shall come into force on the day of its publication.

7. Ministerialverordnung betr. die Regelung des Verbrauches von Getreide und Mahlprodukten. Vom 28. Juni 1915. (R.G.Bl. Nr. 182, S.R. 1915 II., 89.)

Ministerial Order respecting the regulation of grain and flour. Dated 28th June, 1915.

The following is hereby ordered until further notice, amending the Order of the Joint Ministry, dated 26th March, 1915 (R.G.Bl. No. 75), respecting the general regulation of the use of grain and flour, namely:

1. Persons employed directly in harvesting work may use 500 g. of grain or 400 g. of flour a day (3 kg. 50 dkg. of grain, or 2 kg. 80 dkg. of flour a week) until 1st September, 1915.

In other respects the consumption permitted per head for the owners of agricultural undertakings and the members of their households, including those workers and employees entitled to free board or bread, cereals and flour as wages, shall be fixed at 400 g. of grain or 320 g. of flour products a day (2 kg. 80 dkg. of grain or 2 kg. 24 dkg. of flour a week).

The consumption permitted per head shall be 300 g. of flour a day (2 kg. 10 dkg. a week) for all persons engaged on heavy physical labour, even if they are not agricultural labourers.

2. This Order shall come into operation on the day of its publication; the day from which the increased consumption shall be permitted shall be determined by the provincial authorities by notification in the *Landesgesetz- und Verordnungsblatt*.

8. Kaiserl. Verordnung betr. die Ausdehnung der Bestimmungen des §9 des Bruderladengesetzes vom 28. Juli 1889, R.G.Bl. Nr. 127, auf Bruderladenmitglieder, welche im gegenwärtigen Kriege dem Deutschen Reich unmittelbar oder mittelbar Kriegs- Sanitäts- und ähnliche Dienste leisten. Vom 16. September 1915. (R.G.Bl. Nr. 281, S.R. 1915, II., 127.)

Royal Order to extend the provisions of §9 of the Miners' Benefit Societies Act of 28th July, 1889 (R.G.Bl., No. 127) to members of Miners' Benefit Societies who render to the German Empire directly or indirectly military, sanitary or similar service during the present war. Dated 16th September, 1915.

9. *Ministerialverordnung zur Durchführung der Kaiserl. Verordnung vom 12. Juni 1915, R.G. Bl. Nr. 161, über die Fortzahlung der nach dem Gesetze vom 26. Dezember 1912, R.G.Bl. Nr. 237, entfallenden Unterhaltsbeiträge und über die Gewährung staatlicher Unterstützungen für invalid gewordene Mannschafspersonen und deren Angehörige sowie für Hinterbliebene nach Mannschafspersonen.* Vom 28. September 1915. (R.G.Bl. Nr. 288, S.R. 1915, II., 194.)

Ministerial Order to carry out the Royal Order of 12th June, 1915 (R.G.Bl. No. 161), respecting the continued payment of maintenance allowances expiring under the Act of 26th December, 1912 (R.G.Bl. No. 237), and to grant State assistance for persons serving who have become invalided and their dependants and for the survivors of persons serving. Dated 28th September 1915.

10. *Kaiserl. Verordnung betr. die Geschäftsführung der auf Grund des Gesetzes vom 14. August 1896, R.G.Bl. Nr. 156, errichteten Bergbaugenossenschaften.* Vom 3. Oktober 1915. (R.G. Bl. Nr. 312, S.R. 3915, II., 174.)

Royal Order respecting the business management of the Mining Associations established in pursuance of the Act of 14th August, 1896 (R.G.Bl. No. 156). Dated 3rd October, 1915.

11. *Ministerialverordnung, betr. die Verlängerung von Fristen auf dem Gebiete der Pensionsversicherung von Angestellten.* Vom 17. Dezember 1915 (R.G.Bl. Nr. 376.)

Ministerial Order to extend time limits in the matter of the pension insurance of employees. Dated 17th December 1915.

12. *Kaiserl. Verordnung, betr. die Exekutionsfreiheit jener Zulagen die aus Anlass der durch den Krieg geschaffenen aussergewöhnlichen Verhältnisse Bediensteten des Staates und der Staatseisenbahnverwaltung gewährt werden.* Vom 8. Februar 1916. (R.G.Bl. Nr. 32.)

Royal Order respecting the exemption from distraint of the increases granted on account of the extraordinary circumstances arising from the war to the employees of the State and of the State Railway Administration. Dated 8th February, 1916.

13. *Kaiserl. Verordnung betr. Aufrechterhaltung von Dienstverhältnissen, die dem Handlungsgehilfengesetz unterliegen, während des Krieges.* Vom 29. Februar 1916. (R.G.Bl. Nr. 58, S.R. 1916, II., 34.)

Royal Order respecting the maintenance during the war of contracts of service subject to the Commercial Assistants Act. Dated 29th February, 1916.

1. The following special regulations shall apply to the contracts of service of employees coming under the Commercial Assistants Acts, who had already been in their employment a month on 25th July, 1914, and who during the said employment were called up for military service, in so far as they did not carry on their work in the said employment merely as a subsidiary occupation.

2. During the military service of the employee it shall not be lawful for the contract of service to be dissolved by notice either by the employer or the employee. In the case of employees not called up on the outbreak of the war, this rule shall apply from the day on which the employee is called up to military service, enlists, or is declared fit for active service in the *Landsturm* or is informed that he will be called upon to render personal service in pursuance of the War Service Act.

The employee shall not be prematurely dismissed because he is prevented by military service from performing his duties [§27 (5), Commercial Assistants Act].

3. An employee in whose case nothing to the contrary has been agreed upon, shall not be entitled to any remuneration whilst he is prevented by military service from performing his duties. This shall not affect the right of the employee to remuneration in pursuance of §8, paragraph 4, of the Commercial Assistants Act.

If the employee is entitled by contract to a higher salary after a certain term of service, the period of military service shall be included in calculating the term of service if the other conditions attached to the said claim are present.

4. If an agreed term of service of more than one year had not expired when the employee's military service began, the term of service under the contract shall be extended to an amount corresponding to the period during which he was prevented by military service from performing his duties.

5. The terms of notice agreed upon beforehand shall apply to a contract of service continued after the military service ends.

If notice to terminate a contract of service not containing a time limit is given within one month after re-entering the service, six weeks' notice, not bound to end on any particular day, shall be given if no term of notice was agreed upon or if such term amounts to less than six weeks.

6. The employee shall be bound to re-enter his situation on the conclusion of his military service. If he fails to enter his situation within 14 days, he shall be held to have given notice of resignation.

7. If the employee, on the conclusion of his military service, is prevented for reasons attributable to such service, not due to his own fault, from re-entering his situation, or if he is incapable of performing the duties agreed upon or duties which are reasonable in the circumstances, he shall be given his salary in accordance with the contract for a term of six weeks.

If his incapacity is not attributable to the military service, the employee shall retain his claims under §8, paragraph 1, of the Commercial Assistants Act, regardless of the dissolution of the contractual relation (§6).

8. On the payment of the salary under the contract for a term of notice (§5) or in pursuance of §7, the employee may be given the remuneration in cash instead of in kind in the manner agreed upon. In the absence of any agreement to the contrary, the employee shall be entitled to compensation for board and lodging amounting to the salary in respect of the same period and at least 2.50 kr. a week for lodging and 10 kr. for board.

9. The maintenance of a contract of service within the meaning of this Royal Order shall not affect the continuation of compulsory insurance as regards sickness, accident and pension insurance.

10. Persons called up for military service shall include :

(1) persons required to give personal service in pursuance of §4 of the War Service Act ;

(2) hostages and persons of civil status kept prisoner by the enemy.

11. The military service shall be held to have ended on the conclusion of the day on which the employee ceased to be in active military service. In the case of the persons designated in §10 (1), the day on which the personal service ended shall be substituted for the aforesaid day, and in the case of the persons designated in §10 (2), the day on which they returned to Austro-Hungarian territory after regaining their liberty.

12. The provisions of this Royal Order shall not apply if after 25th July, 1914, the employer entirely closed his undertaking or suspended the greater part of his operations as a result of war conditions, and if this state of affairs is still obtaining on the day when the employee should re-enter his situation.

13. In so far as nothing special is laid down in this Order, the provisions of the Commercial Assistants Act shall continue to apply to contracts of service. Notwithstanding, the employee may not claim his leave in pursuance of §17 of the Commercial Assistants Act until six months after he has re-entered the situation.

Declarations and agreements contrary to the provisions of this Order to the prejudice of the employee shall be void.

14. This Order shall come into operation on the day of its publication and shall apply to all contracts of service which are not determined by agreement between the two parties by a lawful judicial decision or a legally permissible declaration of notice, dismissal or resignation reaching the other party and having effect before 1st January, 1916.

The Government is empowered to amend or supplement the provisions of this Order in so far as this is necessitated by circumstances, and to put it out of operation wholly or in part at a suitable date after peace is declared.

15. The Minister of Justice, in agreement with the Ministers concerned, is charged with the enforcement of this Order.

14. *Kaiserl. Verordnung über die Ausdehnung des Anwendungsbereiches der Kaiserl. Verordnung vom 8. Februar 1916, R.G.Bl. Nr. 32, betreffend die Exekutionsfreiheit jener Zulagen, die aus Anlass der durch den Krieg geschaffenen aussergewöhnlichen Verhältnisse Bediensteten des Staates und der Staatseisenbahnverwaltung gewährt werden. Vom 22. März 1916. (R.G.Bl. Nr. 76.)*

Imperial Order to extend the sphere of application of the Imperial Order of 8th February, 1916 (R.G.Bl. No. 32), respecting the exemption from distraint of the increases granted on account of the extraordinary circumstances arising from the war to employees of the State and of the State Railway Administration. Dated 22nd March, 1916.

III. Hungary

Verordnung des Kgl. ung. Ministeriums betreffend das Dienstverhältnis der eingerückten Handelsgehilfen sowie der Beamten der Handels- und Gewerbeunternehmungen. Vom 17. November 1915. (Budapesti Kozlöny, Nr. 276 vom 18. November 1915, Soziale Rundschau 1916, II., 36.)

Order of the Royal Hungarian Ministry respecting the conditions of service of called-up commercial assistants and officials in commercial and industrial undertakings. Dated 17th November, 1915.

1. The contracts of service of commercial assistants and of officials in commercial and industrial undertakings, being in permanent employment on 25th July, 1914, in pursuance of a contract of service concluded before that date, and being called up for military service during the war, shall cease to have effect until the end of the war or their final discharge from military service.

In all cases employees whose duties are concerned with the management of the establishment or of any part of the same or with other technical work, with the supervision of cash transactions, drafts, and other office matters, shall be regarded as officials.

2. The contracts of service of employees indicated in §1 shall come into operation again when they are finally discharged from military service. It shall not be possible for the employer to terminate the contract until the conclusion of this period or in any manner other than that laid down by law or in the contract.

Incapacity to perform the services agreed upon in the contract having supervened in the meantime, shall not form any bar to the recommencement of the operation of the contract of service (§94 of Act XVII. of the year 1884), and even in this case the contract shall not be dissolved unless the term of notice laid down in the Act or in the contract is observed.

Notwithstanding, in so far as a contract of service for an indefinite period is in question, which by agreement requires no longer notice, in favour of either party, than that laid down by law, and in pursuance of which the employee was not actually in the employment for as much as four months before the date designated in the first paragraph, the employer may, when the operation of the contract recommences, but before the employment is actually resumed, terminate the contract of service, even if he gives only one-half the notice required by the Act or the contract.

3. If after 25th July, 1914, an agreement was made between the employer and the employee as regards the duration of the contract of service, the length of notice, or the wages, which is less favourable for the employee than the provisions of the contract in force at the time in question, the provisions of the contract in force on 25th July, 1914, shall be enforceable and the regulations contained in §§1 and 2 shall apply.

Agreements between employers and employees concluded before the coming into force of this Order or hereafter, which are more favourable to the employee than this Order, shall not be affected hereby.

4. Payments made by the employer voluntarily to a called-up employee or his family shall not be included in the payments which it is incumbent upon the employer to make in pursuance of the provisions contained in §§1-3.

5. Persons who give personal services in the war, the field constabulary, and civil persons who are attached to the active army for official services or who belong to the convoy staff, and persons enrolled in the active army to give voluntary sanitary services, and persons taken prisoner, held or interned by the enemy, shall be regarded as on the same footing as persons called up for military service within the meaning of this Order.

The contracts of service of these people shall come into operation again on the definite conclusion of the services named in the first paragraph, but the contracts of service of prisoners and persons held as hostages and interned shall come into operation again as soon as the said persons regain their liberty, if the interruption of the contract lasts longer for any reason.

6. The provisions of §§1-4 shall not apply to contracts of service which, by agreement between the parties, had actually already ceased to have effect before the definite termination of the active military service of the employee. Notwithstanding, if in connection with the revoking of a contract in this manner the employer has not paid to the employee at least one-half of the payments which were incumbent upon him as contemplated in §§1-4, provided the contract of service was terminated before the coming into force of this Order, the employee may afterwards claim compensation to the said amount or what is necessary to bring the compensation up to the said amount.

7. The employee shall not be entitled to make a claim under §§1-5 against an employer who as a result of losses caused by the war has closed down his business.

8. This Order shall not apply to ordinary industrial assistants, workers in factories, mines and smelting works, coachmen or seamen, nor to employees engaged only in subordinate positions in commercial and industrial undertakings in pursuance of their contracts as messengers, servants, carriers, ordinary workers, day labourers, etc. In addition this Order shall not apply to employees who were called up for their normal active military service after 25th July, 1914.

9. This Order shall come into force on 18th November, 1915. Its operation shall extend over the whole territory of the Holy Hungarian Crown. In Croatia and Slavonia this Order shall be administered by the Ban, in so far as its administration comes within the sphere of the local autonomous authority.

IV. Belgium

1 *Verordnung (betr. Beitrag zum Fonds zur Sicherung des Schadenersatzes für Arbeitsunfälle für 1915).* Vom 27. März 1915. (Gesetz- und Verordnungsblatt für die okkupierten Gebiete Belgiens. G.V.B.I., Nr. 58, 8. April 1915, S. 389.)

Order respecting contributions to the Fund to Provide Compensation for Industrial Accidents during 1915. Dated 27th March, 1915.

1. The contributions for 1915 to the Fund contemplated in §10 of the Act of 24th December, 1903, to provide compensation for industrial accidents are hereby fixed, in the case of employers who were not exempt from making compulsory contributions to this Fund on 31st December, 1914, at 4 francs for each undertaking for which insurance is compulsory, and at 1 franc for each worker employed in the same.

2. The preceding Order shall have the force of law from the day of its publication.

2 *Verordnung (betr. das Brennen von Ziegelsteinen).* Vom 14. April, 1915. (G.V.B.I., Nr. 61, 17. April 1915, S. 429.)

Order respecting the firing of bricks. Dated 14th April, 1915.

The Royal Order of 1st March, 1914,* respecting the firing of bricks "Moniteur," 11th March, 1914) is hereby put out of operation for the year 1915.

3 *Verordnung (betr. Verlängerung der Mandate der Beisitzer der auf Grund des Gesetzes vom 24. Dezember 1903 über Schadenersatz bei Arbeitsunfällen und der Kgl. Verordnung vom 29. Aug. 1904, betr. allgemeine Regelung der Unfall-Versicherung errichteten Schiedsämter).* Vom 5. Juni 1915. (G.V.B.I., Nr. 83, II. Juni 1915, S. 683).

Order to extend the term of office of the assessors of the boards of arbitration established in pursuance of the Act of 24th December, 1903, respecting compensation for industrial accidents, and the Royal Order of 29th August, 1904, respecting the general regulation of accident insurance. Dated 5th June, 1915.

V. France

1 *Deux circulaires du Ministre du Travail du 2 août 1914, aux préfets et aux ingénieurs des mines, autorisant les dérogations supplémentaires prévues par l'art. 12b. du Livre II du Code du Travail dans les mines de charbon.* (B.M.T., 1914, 99[*].)

Two Circulars of the Minister of Labour to the prefects and mining engineers, authorising the supplementary exemptions provided for in §12b of Book II. of the Code of Labour in coal mines. Dated 2nd August, 1914.

2 *Circulaire du Ministre du Travail, du 2 août 1914, autorisant les heures supplémentaires pour l'exécution des travaux intéressant la défense nationale.* (B.M.T., 1914, 99[*].)

Circular of the Minister of Labour authorising overtime in the execution of work in the interests of National Defence. Dated 2nd August, 1914.

3 *Circulaire du Ministre du Travail, du 5 août 1914, sur le rôle des inspecteurs en vue de maintenir l'activité nationale.* (B.M.T., 1914, 99[*].)

Circular of the Minister of Labour respecting the part to be played by inspectors in assisting to maintain the national industry. Dated 5th August, 1915.

* *Arrêté royal concernant la cuisson des briques.* 1er mars 1914. (Revue de Travail, p. 315.) Royal Decree respecting the firing of bricks. 1st March, 1914.

1. Owners of brickfields shall be bound to observe the following provisions independently of any special conditions which the authority having power to decide on applications for authorisation has the right to impose in each special case:

(1) Firing may take place at any time in closed kilns provided with a chimney of at least 25 metres in height through which all products of combustion are removed into the open air;

(2) In the case of kilns where this condition is not satisfied, firing shall only take place between 15th August and 31st December of each year.

(3) Open-air kilns shall not be lit except during the same period.

Notwithstanding, in brickfields authorised for only one season, it shall be permissible to light a single open-air kiln for not more than 500,000 bricks, between 15th June and 15th August.

2. Our Minister of Industry and Labour is charged with the execution of the present Decree, which shall come into force on 1st January, 1915.

- 4 *Décret du 6 août 1914 instituant une Commission supérieure chargée d'étudier les questions intéressant le ravitaillement de la population civile, les mesures à prendre en ce qui concerne la main d'œuvre rurale, le chômage, l'assistance et l'hygiène.* (B.M.T., 1914, 87[*].)

Decree to establish a superior Commission with the duty of studying the question of revictualling the civil population, the measures to be taken as regards agricultural labour, unemployment, relief and hygiene.
Dated 6th August, 1914.

- 5 *Circulaire du Ministre du Travail, du 14 août 1914, relative aux tolérances à accorder pour l'application des lois réglementant le travail.* (B.M.T., 1914, 100[*].)

Circular of the Minister of Labour respecting exemptions to be allowed in enforcing the laws regulating work. Dated 31st August, 1915.

With further reference to my Circular of 5th August last and in response to various questions which have been put to me, I have the honour to inform you that as regards the enforcement of the laws regulating work, the greatest tolerance ought to be exercised in order to promote national production. Proceedings should not be taken without previous warning and in exceptional cases where the head of an establishment continues, in spite of warning, to allow conditions likely to injure the health of the persons employed.

- 6 *Circulaire du Président du Conseil des Ministres, du 20 août 1914, relative au Fonds National de Chômage.* (B.M.T., 1914, 81[*].)

Circular of the President of the Ministerial Council respecting the National Unemployment Fund. Dated 20th August, 1914.

- 7 *Circulaire du Ministre du Travail du 22 août 1914, relative aux heures supplémentaires.* (B.M.T., 1914, 100[*].)

Circular of the Minister of Labour respecting overtime. Dated 22nd August, 1914.

By a Circular dated 14th August, 1914, I asked you not to take proceedings without great circumspection in the present circumstances.

I have been informed, however, that overtime is being worked in establishments near which serious unemployment prevails. In such circumstances, kindly require the employers to engage additional workers as far as possible, and except in the case of work dealing with the national defence make it clear that you will not be able to allow exemptions so little justified. I am convinced, moreover, that almost always, if not always, it will be sufficient to make the situation clear to the persons concerned, when they will hasten to assist you where necessary to prevent unemployment.

The Inspectors of Labour should quote as worthy of imitation the example of a certain number of employers who, having insufficient orders, have adopted the half-time system; that is to say, reduced by one-half the duration of the working day or the weekly number of hours' work required of each worker in order to be able to employ a larger number of persons.

- 8 *Circulaire du 22 août 1914, du Ministre des Travaux publics aux préfets, relative à l'envoi en province des personnes actuellement en chômage et habitant les grandes agglomérations.* (B.M.T., 1914, 87[*].)
- Circular of the Ministry of Labour and of Public Works addressed to the prefects respecting the sending into the provinces of all persons out of work and living in large centres. Dated 22nd August, 1914.
- 9 *Décret du 7 septembre 1914 concernant l'assurance des risques de guerre par la caisse nationale d'assurances en cas de décès.* (B.M.T., 1914, 107[*].)
- Decree concerning insurance against war risks by the National Insurance Fund in case of death. Dated 7th September, 1914.
- 10 *Circulaire du Ministre du Travail, du 10 septembre 1914, sur les subventions aux fonds municipaux et départementaux du chômage.* (B.M.T., 1914, 83[*].)
- Circular of the Ministry of Labour respecting subventions to municipal and departmental unemployment insurance funds. Dated 10th September, 1914.
- 11 *Décret du 10 octobre 1914 ajournant à une date ultérieure la session de 1914 du Conseil supérieur du Travail.* (B.M.T., 1914, 94[*].)
- Decree to adjourn to a later date the 1914 session of the Superior Labour Council. Dated 10th October, 1914.
- 12 *Circulaire du Ministre du Travail, du 14 novembre 1914, prescrivant de procéder à des tarifications au sujet des salaires payés par les entrepreneurs travaillant pour la guerre.* (B.M.T., 1914, 100[*].)
- Circular of the Minister of Labour requiring scales of wages paid by contractors working for war supplies to be drawn up. Dated 14th November, 1914.
- 13 *Arrêté du Ministre de l'Intérieur et du Ministre du Travail, du 16 novembre 1914, créant un Comité central de placement des chômeurs et réfugiés.* (B.M.T., 1914, 97[*].)
- Order of the Minister of the Interior and the Minister of Labour creating a Central Committee on the placing of unemployed persons and refugees. Dated 16th November, 1914.
- 14 *Circulaire du Ministre du Travail, du 8 décembre 1914, pour l'application du décret du 24 novembre 1914, concernant les conditions à remplir par les fonds départementaux et communaux pour bénéficier des subventions du Fonds national de Chômage.* (B.M.T., 1914, 101[*].)
- Circular of the Minister of Labour to bring into force the Decree of 24th November, 1914, concerning the conditions to be satisfied by the departmental and communal Funds in order to secure subventions from the National Unemployment Fund. Dated 8th December, 1914.
- 15 *Décret du 11 décembre 1914 ajournant les élections des délégués à la sécurité des mineurs.* (B.M.T., 1914, 96[*].)
- Decree to postpone the election of the miners' delegates. Dated 11th December, 1914.

- 16** *Loi du 14 mars 1915 relative aux droits à pension des fonctionnaires civils de l'Etat qui accomplissent en temps de guerre un service militaire, et de leurs veuves ou orphelins, dans les cas de blessures ou de décès résultant de l'exécution de ce service.* (J.O., p. 1385, B.M.T., 1915, p. 1.)

Act respecting the pension rights of civil functionaries of the State who perform military service in time of war and of their widows or orphans, in the case of injuries or death resulting from the performance of this service.
Dated 14th March, 1915.

- 17** *Circulaire du Sous-Secrétaire d'Etat à la Guerre (Artillerie et Munitions), en date du 4 juillet 1915, relative à l'unification des situations des ouvriers astreints aux obligations militaires.* (B.M.T., 1915, 118[*].)

Circular of the Under-Secretary of State for War (Artillery and Munitions) relating to the unification of the position of workers compelled to perform military duties. Dated 4th July, 1915.

- 18** *Circulaire du Sous-Secrétaire d'Etat à la Guerre (Artillerie et Munitions), en date du 23 juillet 1915, relative à la participation d'ouvriers se trouvant dans la position de détachés à des associations syndicales.* (B.M.T., 1915 92[*].)

Circular of the Under-Secretary of State for War (Artillery and Munitions) respecting the participation of "detached" workers in trade unions
Dated 23rd July, 1915.

- 19** *Circulaire du Sous-Secrétaire d'Etat à la Guerre (Artillerie et Munitions), en date du 1er octobre 1915, concernant l'affichage des taux des salaires (adressée aux contrôleurs régionaux de la main-d'œuvre).* (B.M.T., 1915, 119[*].)

Circular of the Under-Secretary of State for War (Artillery and Munitions) concerning the posting up of rates of wages (addressed to the District Controllers of Labour). Dated 1st October, 1915.

- 20** *Circulaire du Sous-Secrétaire d'Etat à la Guerre (Artillerie et Munitions), en date du 2 octobre 1915, concernant les salaires aux pièces (adressée aux chefs d'industrie travaillant pour le Service de l'Artillerie, du Génie, des Poudres et de l'Aéronautique).* (B.M.T., 1915, 119[*].)

Circular of the Under-Secretary of State for War (Artillery and Munitions) respecting piece-work wages (addressed to the heads of firms working for the departments of artillery, engineering, powder and aviation).
Dated 2nd October, 1915.

- 21** *Circulaire du Sous-Secrétaire d'Etat de la Guerre (Artillerie et Munitions) en date du 19 octobre 1915, et relative au contrôle de la main-d'œuvre militaire (adressée à MM. les inspecteurs des forges).* (B.M.T., 1915, 120[*].)

Circular of the Under-Secretary of State for War (Artillery and Munitions) respecting the control of military workers (addressed to the inspectors of ironworks). Dated 19th October, 1915.

22 *Circulaire du Sous-Secrétaire d'Etat à la Guerre, en date du 13 novembre 1915, concernant le concours des contrôleurs de la main-d'œuvre pour l'application de la loi sur les retraites ouvrières.* (B.M.T., 1915, 121[*].)

Circular of the Under-Secretary of State for War, respecting the co-operation of the labour supervisors for the purposes of the application of the Act respecting pensions for workers. Dated 13th November, 1915.

23 *Circulaire du Ministre du Travail, en date du 1er décembre 1915, concernant la collaboration des inspecteurs du travail avec les officiers des forges.* (B.M.T., 1915, 106[*].)

Circular of the Minister of Labour respecting the collaboration of the inspectors of labour with the officials of ironworks. Dated 1st December, 1915.

24 *Circulaire du 4 décembre 1915, relative à la transformation des commissions mixtes départementales pour la reprise du travail en sous-comités départementaux d'éducation économique.* (B.M.T., 1915, 107[*].)

Circular respecting the reorganisation of the mixed departmental commissions in order that work may be resumed in departmental sub-committees on economic education. Dated 4th December, 1915.

25 *Circulaire du Sous-Secrétaire d'Etat à la Guerre (Artillerie et Munitions) en date du 18 décembre 1915, relative au concours à apporter par les officiers du service des forges.* (B.M.T., 1915, 124[*].)

Circular of the Under-Secretary of State for War (Artillery and Munitions) respecting assistance to be rendered by the officials of the department of ironworkers. Dated 18th December, 1915.

26 *Circulaire du Ministre du Travail, en date du 29 décembre 1915, relative aux offices publics de placement des travailleurs.* (B.M.T., 1915, 107[*].)

Circular of the Ministry of Labour respecting the public employment offices for workers. Dated 29th December, 1915.

27 *Loi du 31 décembre 1915 dispensant des versements, pendant la durée de leur mobilisation, les assurés facultatifs et les personnes admises à l'assurance obligatoire dans un délai à courir de la cessation des hostilités.* (B.M.T., 1915, 101[*].)

Act to exempt from contributions, while serving, persons voluntarily insured and persons for whom insurance is compulsory, during a term to be measured from the cessation of hostilities. Dated 31st December, 1915.

1. The period during which persons voluntarily insured under §36, paragraphs 7, 8 and 9, of the Act respecting pensions for workers and peasants are serving shall be counted in in ascertaining the amount of the subsidy or bonus contemplated in this Section.

2. Persons called up included in one of the classes contemplated in §§1 and 36 of the Act respecting pensions for workers and peasants and who were enrolled as insured persons either during hostilities, or at latest six months from a date to be fixed by Decree after the cessation of hostilities, shall benefit from the provisions of the Decree of 18th November, 1914, and of the present Act.

A person concerned may be enrolled after the publication of the present Act at his own request, or at the request of his representative.

3. The persons called up contemplated in §2 who claim hereafter to be enrolled shall secure for their dependents the advantages contemplated in §6 (36), paragraph 11, of the Act, provided notwithstanding that they make the required payments for this purpose either themselves, or through a third person.

Insured persons who have not made these payments before being called up shall be allowed to complete them under the same conditions.

VI. Italy

- 1 *R. Decreto : Legge 10 aprile 1915, n. 426, recante nuovi provvedimenti a sollievo della disoccupazione operaia.* [Bollettino dell' Ufficio del Lavoro (Nuova Serie)=Bul. (N.S.) 1915, 95.]

Royal Decree : Act of 1st April, 1915 (No. 426), respecting new measures for relieving unemployment amongst workers.

- 2 *R. Decreto : Legge 10 aprile 1915, n. 427, recante provvedimenti per sollecitare la esecuzione di opere igieniche a sollievo della disoccupazione.* [Bul. (N.S.) 1915, 95.]

Royal Decree : Act of 1st April, 1915 (No. 427), respecting measures to expedite the execution of sanitary works in order to relieve unemployment.

- 3 *Decreto luogotenenziale del 15 luglio 1915, n. 1140, relativo all'assicurazione del personale delle navi mercantili requisite dallo Stato.* [Bul. (N.S.) 1915, 197.]

Decree of the Lieutenant-General (No. 1140), respecting the insurance of the crews of merchant ships requisitioned by the State. Dated 15th July, 1915.

1. Persons belonging to the crews of merchant ships requisitioned by the State, to which the Royal Decree, No. 570, of 15th April, 1915, applies, shall retain their claim to compensation for accidents in pursuance of the Act No. 51, of 31st January, 1904, and in conformity with the terms contained in the contracts of employment in force at the time of requisition. Notwithstanding, the compensation shall be paid by and charged to the credits of the administrative Authority on whose account the ship was requisitioned and is used.

In the case of military persons within the meaning of Act No. 745, of 6th June, 1912, and of the Royal Decree No. 570, of 15th April, 1915, the persons concerned shall have the right, in case of accident, to choose between treatment under the present Section and under the Act respecting civil and military pensions.

2. The owner of the requisitioned ships shall inform the State administrative authority upon whom the payment of the compensation contemplated in the preceding Section devolves, of the amount of the premium corresponding to the ordinary risks of the crew. The State Railway administration shall be exempt from this duty as regards the crews of ships requisitioned by them.

If no special agreement has been or is made to the contrary, the Insurance Institutions shall repay to the owner the amount of the premium paid by him for the time between the coming into force of the present Decree and the termination of the contract.

3. The period spent in navigation, in the service of requisitioned ships, by registered seamen for whom military service is compulsory within the meaning of §1 shall count for all the purposes of the Act respecting the Invalidity Fund for the Merchant Service.

The share of the contribution to the Invalidity Fund, which the members of the crew would have had to pay in the said period, shall, however, be paid over instead to the administrative Authority on whose account the ship was requisitioned.

4. The present Decree shall come into force on the day of its publication in the *Gazzetta Ufficiale*.

The Ministry of Marine and the Ministry of Agriculture, Industry and Commerce are charged, each in so far as he is concerned, with the enforcement of the present Decree.

4 *Decreto luogotenenziale del 25 luglio 1915, n. 1119, col quale è vietata la pesca nell'Adriatico.* [Bul. (N.S.) 1915, 188.]

Decree of the Lieutenant-General (No. 1119), prohibiting fishing in the Adriatic Sea. Dated 25th July, 1915.

[Relief for fishermen affected by the prohibition, 60c.—L. 1; in extraordinary cases, L. 1.20. The military and civil authorities may employ persons in receipt of relief on public works, in which case the refusal to work is punished by the withdrawal of the relief; whilst a person concerned is receiving wages from the State he is not entitled to relief.]

5 *Decreto luogotenenziale del 8 agosto 1915, n. 1220, col quale sono prorogati di un'anno i contratti agrari con scadenza dal 10 agosto al 31 dicembre 1915.* [Bul. (N.S.) 1915, 199.]

Decree of the Lieutenant-General (No. 1220), to extend by one year agricultural contracts expiring between 1st August and 31st December, 1915. Dated 8th August, 1915.

6 *Decreto luogotenenziale del 20 agosto 1915, n. 1257, col quale viene costituita una Commissione per promuovere e regolare la confezione di indumenti militari da eseguirsi da ogni cittadino italiano o regnicolo.* [Bul. (N.S.) 1915, 209.]

Decree of the Lieutenant-General (No. 1257), to establish a Commission to promote and regulate the manufacture of military clothing by all Italian citizens. Dated 20th August, 1915.

[In Rome a Central Commission is set up, presided over by the President of the Ministerial Council, or a Minister delegated by him, with the duty of promoting and regulating the manufacture of military clothing by Italian citizens, or citizens residing in the Kingdom, and especially by workers who are in special need on account of the War.]

- 7** *Decreto luogotenenziale del 22 agosto 1915, n. 1277, col quale si approva l'annesso regolamento per la mobilitazione industriale.* [Bul. (N.S.) 1915, 241.]

Decree of the Lieutenant-General (No. 1277), to approve the appended Regulations respecting industrial mobilisation. Dated 22nd August, 1915.

- 8** *Decreto luogotenenziale del 9 settembre 1915, n. 1396, che regola le indennità in caso d'infortunio sul lavoro agli operai in servizio per conto dell'amministrazione militare nella zona di guerra.* [Bul. (N.S.) 1915, 243.]

Decree of the Lieutenant-General (No. 1396), to regulate the compensation, in cases of industrial accidents, for workers in the service of the military administration in the War zone. Dated 9th September, 1915.

1. Workers who are employed by the military administration in work and service in the zones of military operations, and for whom accident compensation is not secured by special Acts and Orders, shall have a claim to compensation in pursuance of the Act, No. 51, of 31st January, 1904, for accidents, whatever may be their cause. The same compensation shall be paid even if the number of workers is less than that contemplated under (2) and (3) of §1, or if the limit of wages laid down in §2 (2) of the said Act is exceeded.

2. In the case of work and service which is to be carried on in the zone of military operations and is handed over to contractors, or civil administrative authorities, the military administration may release such bodies during the war from the obligation to insure, by themselves taking over the liability to pay accident compensation.

3. If persons on active service who are employed as workers in undertakings, in dockyards and workshops of the Royal Army or Navy, even outside the war zone, meet with accidents, they may choose between treatment under the Accident Insurance Act and under the Acts regulating compensation and military allowances.

4. The National Workers' Accident Insurance Fund is empowered to exercise its functions beyond the boundary in the territory occupied by the Italians.

5. The present Decree shall come into force on the date of its publication in the *Gazzetta Ufficiale*, and shall be put out of operation on the day peace is concluded.

- 9** *Decreto luogotenenziale del 26 settembre 1915, n. 1455, riguardante la militarizzazione del personale operaio degli stabilimenti militari.* [Bul. (N.S.) 1915, 254.]

Decree of the Lieutenant-General (No. 1455), respecting the militarising of the workers employed in military establishments. Dated 26th September, 1915.

- 10** *Decreto luogotenenziale del 30 settembre 1915, n. 1444, recante provvedimenti per la proroga dei contratti agrari.* [Bul. (N.S.) 1915, 244.]

Decree of the Lieutenant-General (No. 1444), respecting measures to extend agricultural contracts. Dated 30th September, 1915.

[*Extract.*] §3. Where the members of the family of a soldier receiving regular pay, called up to the colours, cannot carry out the duties incumbent upon the soldier himself, the owner or manager of the agricultural undertaking may reduce the money wage and payments in kind in proportion; notwithstanding, he must allow the family of the soldier called up to the colours to remain in possession of the dwelling and its perquisites (vegetable garden, chicken run, firewood, etc.)

11 *Decreto luogotenenziale del 30 settembre 1915, n. 1492, che provvede al funzionamento durante la guerra dei collegi dei probiviri e delle commissioni di conciliazione per le controversie relative al contratto di lavoro nelle risaie.* [Bul. (N.S.) 1915, 268.]

Decree of the Lieutenant-General (No. 1492), making provision for the work during the war of the Courts of Arbitration and Boards of Conciliation in disputes respecting contracts of works in rice fields. Dated 30th September, 1915.

12 *Decreto luogotenenziale del 31 ottobre 1915, n. 1577, riguardante soprapremi per i rischi di guerra nelle assicurazioni degli operai contro gli infortuni sul lavoro.* [Bul. (N.S.) 1915, 300.]

Decree of the Lieutenant-General (No. 1577), respecting extra premiums for war risks in the insurance of workers against industrial accidents. Dated 31st October, 1915.

1. The owners or managers of undertakings, industries, or building operations, to whom the conditions named in §1 of the Act No. 51 of 31st January, 1904, respecting the compulsory insurance of workers against industrial accidents apply, shall, from 1st September, 1915, during the whole of the present war, pay extra premiums for the war risks of the workers in their service in accordance with the regulations drawn up by the Insurance Institution concerned within the maximum limits sanctioned by the Minister of Agriculture, Industry and Commerce for the various districts and the various classes of undertaking.

These extra premiums must be paid within 10 days after the rates have been notified to the employer by the Insurance Institution.

2. The various institutions which are authorised to effect the insurance under the Act No. 51 of 31st January, 1904, shall, within 10 days after the coming into force of the present Decree, submit for approval to the Ministry of Agriculture, Industry and Commerce the special conditions regulating, and the maximum rates of, the extra premiums for war risks applicable to the workers insured by them.

The Minister of Agriculture, Industry and Commerce may at any time, on his own initiative, or at the request of the Insurance Institution, alter the special conditions or maximum limits applying to the extra premiums in respect of war risks, sanctioned in accordance with paragraph 1 of this Section.

3. The National Workers' Insurance Fund shall have power to reinsure some part of the risks covered by private insurance companies, private or co-operative funds and mutual insurance societies within the limits fixed in the first paragraph of §52 of the Order No. 141 of 13th March, 1904.

The conditions regulating these re-insurances and the rates of re-insurances shall be sanctioned by the Minister of Agriculture, Industry and Commerce.

4. The extra premiums contemplated in the present Decree shall be collected at the agreed intervals simultaneously with the premiums.

As regards the first occasion when the present Decree is applied the extra premiums shall be collected within 10 days of the publication of the Decree, and if payment is not made within the prescribed term, the penal provisions contained in §31 of the Act No. 51 of 31st January, 1904, shall apply.

5. The present Decree shall come into force on the date of its publication in the *Gazzetta Ufficiale* of the Kingdom, and shall be put out of operation on the termination of hostilities.

13 *Decreto luogotenenziale del 10 maggio 1916, n. 490, recante provvedimenti a favore degli impiegati delle aziende private richiamati in servizio militare.* [Bul. (N.S.) 1916, 78.]

Decree of the Lieutenant-General (No. 490), respecting measures for the benefit of the employees of private undertakings called up for military service. Dated 1st May, 1916.

1. During the war the contracts of employment existing in undertakings which employ regularly more than two persons shall continue in operation in the case of those employees who have been in the service of the same undertaking for at least one year and who are now called up for military service, but they shall be suspended until the conclusion of the military service. In consequence, any mutual rights of the employees and the undertaking which existed at the time when the employee was called up shall be suspended during the said period without prejudice to the parties.

Within one month from the conclusion of the military service the employee shall inform the representative of the undertaking if he wishes to return to his employment and shall be readmitted to the employment at latest 14 days thereafter. If one month elapses without notice being given in this manner it shall be assumed that the employee has resigned his post.

2. Where in the case contemplated in the preceding Section the undertaking has replaced a called-up employee by another, the resumption of the employment of the former shall form a legal ground for dissolving the contract of service for the other employee without any compensation, subject to his right of 14 days' notice, which shall be given as soon as the former employee has given notice of his desire to return to his employment.

3. During the period of compulsory military service, private undertakings employing more than three persons shall pay allowances in the following cases to the amounts stated :

(a) To employees who, at the time of being called up, had been in the employment for 10 years, one-half of the wages for those who are married or are widowers with children under age, or one-third of the wages in other cases ;

(b) To employees who have been in the employment for from five to 10 years, one-third of the wages if they are married or widowers with children under age, and one-quarter in other cases.

In the case of employees who have reached the rank of officer or sub-officer the amount of the allowance to be paid shall be calculated in the above proportion in each individual case according to the difference between the maximum salary which the persons concerned drew as private employees and the pay actually received as officers or sub-officers.

4. As regards the undertakings not contemplated in the preceding Section, and employees who cannot show the number of years of employment required in the preceding Section in order to maintain the employment, or to draw the

said allowances, the local customs regulating the cases of men called up shall apply, taking into consideration the economic position of the undertaking.

If the employee would secure more favourable conditions than those prescribed in the preceding Section in pursuance of local customs or of a voluntary agreement with the undertaking, the latter shall remain in force.

If no allowance is granted, or if the allowance granted is less than that fixed in §3, the latter shall be payable from the day after the publication of the present Decree.

5. Any share in the profits shall not be taken into consideration in fixing the allowance contemplated in §3.

Payments in kind shall, in the absence of any agreement between the parties, be included, if and in so far as these are held to be fixed payments by the arbitration commission (*commissioni arbitrali*) named in §11.

6. Where an employee who would have the right to retain his situation on being called up, in pursuance of §1, is dismissed before being called up, but after the publication of the present Decree, the Arbitration Commission named in §11 shall, on the application of the person concerned, inquire into the question whether he was dismissed in order to avoid the obligations imposed by the present regulations; in this case the Commission, after hearing the parties, shall decide the amount of the compensation to be paid, giving reasons for the decision. The Commission may also provide that the allowance contemplated in §3 shall be paid likewise.

7. An undertaking which is bound, in accordance with the present regulations, to keep the situations of their employees who are called up to the colours, open for them and to pay them allowances, shall have the right to require the other remaining employees to work for not more than three hours a day in excess of their compulsory hours of work.

Employees working overtime may be remunerated for every hour of overtime at a rate less than the normal rate to which they are entitled, provided that this shall amount to at least two-thirds of the ordinary hourly rate.

8. The private owner of an undertaking employing not more than three persons may, if he is himself called up to the colours, apply to the Commission mentioned above for exemption from the obligations contemplated in §§1 and 4, even if the business is carried on by members of his family, or other persons appointed by him.

9. If the business is given up, the person giving up the business and the person acquiring the same shall be jointly liable to the person called to the colours for any claims and privileges arising out of the present Decree.

In the case of bankruptcy the claims of persons called up shall enjoy the preferential treatment contemplated in §773 (1) of the Commercial Code.

10. The provisions of the present Decree shall not apply to persons called up to the colours for the first time for the purpose of training.

Notwithstanding, it shall apply:—

(1) To military persons who, before being called up, were given unlimited leave after having already performed military service one or more times;

(2) To military persons of the third category of whatever class, called up for military service for the first time;

(3) To persons who, having been exempted from military service on account of unfitness, are declared fit for service in pursuance of a fresh medical examination ordered by the military authorities, and called up to the colours, regardless of the category to which they belong.

11. In the principal town of every province an Arbitration Commission shall be set up with the duty of deciding on all disputes respecting the application of the present Decree.

The Minister of Agriculture, Industry and Commerce shall have power to set up additional Arbitration Commissions in the same provinces and to fix their official districts.

The Arbitration Commissions shall issue their decisions in accordance with the regulations and powers which obtain in the case of boards of conciliation: no appeal shall lie from their decisions, except on the question of their jurisdiction or of the exceeding of their jurisdiction.

Appeal shall be lodged with the Central Commission named in §14, within 14 days of the publication of the award.

12. The Arbitration Commission shall consist of a President and four members, two ordinary members and two substitutes.

The President shall be nominated by the President of the Court from amongst the judges of the Court; if however, there is no Court in the principal town of the province, or in another town in which a Commission is set up, the magistrate (pretor) of the district in which the Commission sits shall preside.

The members of the Commission shall be nominated by the President of the Court; two of them, one ordinary member and one substitute, shall be selected from the ranks of the owners of commercial or industrial establishments and the two others from the ranks of the employees in private undertakings.

The Commission shall be competent to issue decisions if the President and the two ordinary members are present; in the absence of either of the latter, the President shall invite the substitute of the corresponding class to attend in his stead.

The existing regulations relating to the arbitration committees (*collegii di probiviri*) shall apply as regards the office of Secretary to the Commission and the ushers.

The commune shall place suitable premises at the disposal of the Commission for its meetings.

13. Any person nominated as arbitrator who refuses to take office or remains away from the sittings without good grounds, on the existence of which the President of the Court of the district in which the Commission sits shall judge, shall be punished by a fine of from 50 to 250L.

Fines shall be imposed by order of the President of the Court, who may, if an arbitrator is absent without justification from more than three sittings, declare that he has forfeited his position and arrange for a further appointment.

14. A Central Commission to decide the appeals handed in in pursuance of the last paragraph of §11, shall be set up in Rome.

The Commission shall consist of one member of the Court of Cassation as President and four members, two of whom shall be persons versed in the law, one selected from the ranks of the owners of commercial and industrial undertakings and one from the ranks of employees in private undertakings.

The members of the Committee shall be nominated by Royal Decree on the proposal of the Minister of Agriculture, Industry and Commerce.

No appeal shall lie from the decisions of the Commission.

The Commission shall sit in the Ministry of Agriculture, Industry and Commerce.

The duties of Secretary shall be performed by an employee in the aforesaid Ministry appointed by the Minister and that of usher by a person especially appointed by the President of the Court.

15. The provisions of the Act, No. 295, dated 15th June, 1893, and of the Order No. 179, dated 26th April, 1894, respecting arbitration committees (collegi di probiviri) shall apply to proceedings before the Arbitration Commissions and the Central Commission, provided that, as regards any matters for which no provision is made in the present Decree, the regulations drawn up for the said arbitration committees shall be observed so far as they are applicable.

16. Paper with a 1.35L. stamp shall be used for all documents used in the proceedings and all communications of whatever kind issued by the Arbitration Commissions or the Central Commission as well as the copies given to the parties.

The following fees shall be payable for the decisions of the Arbitration Commissions :—

If the amount in dispute does not exceed 50L., 50c. ;

If the amount in dispute is from 50L. to 100L., 1L. ;

For every 100L. in addition, 2L.

The above fees shall be doubled in the case of the decisions of the Central Commission.

These fees and the fines named in §13 shall be payable according to their origin to the Arbitration Commissions or the Central Commission by which they shall be administered and may be devoted to the expenses arising out of their work.

17. The provisions of the present Decree shall not apply to the public administrative authorities and public corporations, if the treatment of their employees in the event of their being called up to the colours is regulated by special Laws or Orders.

The present Decree shall come into force on the date of its publication in the *Gazzette Ufficiale* of the Kingdom.



Bibliographie des Bulletins des Internationalen Arbeitsamtes. Bibliographie du Bulletin de l'Office International du Travail. Bibliography of the Bulletin of the International Labour Office. 1916. No. 1.

Index alphabétique français.

Les chiffres en regard des titres indiquent les sections de la bibliographie.

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Zeitschriftenschau. — Périodiques. — Periodicals. No. 1.

(1. I. 1915. — 31. XII. 1915.)

Abkürzungen, Abréviations, Abbreviations:
A = Annalen des Deutschen Reiches für Gesetzgebung, Verwaltung und Volkswirtschaft, München.

AA = Annals of the American Academy of political and social science, Philadelphia.

AAS = Archiv, Allgemeines Statistisches.

Abst = Abstinenz, Wien.

ACath = Association catholique, Paris.

AccB = Accident Bulletin, Washington.

ADGZ = Allgemeine Deutsche Gärtner-Zeitung, Berlin.

AE = Archiv für Eisenbahnwesen, Berlin.

AER = American Economic Review, Princeton.

AF = American Federationist, Washington.

AGH = Annalen des Gewerbebeförderungsdienstes des k. k. Handelsministeriums, Wien.

AgrW = Agrarpolitische Wochenschrift.

AGZ = Arbeitgeber-Zeitung, Wien.

AHM = Annales d'hygiène publique et de médecine légale, Paris.

AI = American Industries, of, by and for the Manufacturers of the United States.

AIK = Archiv für innere Kolonisation.

AINP = Anales del Instituto Nacional de Prevención, Madrid.

AJPH = American Journal Public Health.

AJS = American Journal of Sociology, Chicago and New York.

AKS = Archiv für kaufmännische Sozialpolitik, Hamburg.

ALLR = American Labour Legislation Review, New York.

Am = Ameise, Charlottenburg.

ANat = Action nationale, Paris.

ANMf = Amtliche Nachrichten des Ministeriums des Innern, Wien.

ANRV = Amtliche Nachrichten des Reichs-Versicherungsamtes, Berlin.

AO = Association ouvrière, Paris.

APE = American Photo-Engraver, Chicago.

APf = Armenpflege, Wien.

APSR = American Political Science Review.

AR = Allgemeine Rundschau, Leipzig.

Arb = Arbeiter, München.

ArbA = De Arbeid, Amsterdam.

ArbB = Arbeit, Bochum.

ArbFr = Arbeiterfreund, Berlin.

ArbG = Arbeitgeber, Berlin.

ArbGA = Arbejdsgiveren, Amsterdam.

ArbJ = Arbeiterjugend, Wien.

ArbM = Arbeitsmarkt, Berlin.

ArbN = Arbeitsnachweis, Troppau.

ArbP = Arbeiterpräses, Berlin.

ArbR = Arbeitsrecht, Stuttgart.

Arbsk = Arbetarskyddet, Stockholm.

ArbSt = Arbeiterstimme, Bern.

ArbV = Arbeiter-Versorgung, Grunewald-Berlin.

ArbVZ = Arbeiterversicherung, Volkstüml. Zeitschrift für, Berlin.

ArbW = Arbeit, Wien.

ArbWM = Arbeiterwohl, Münster.

ArbZ = Arbeiterinnenzeitung, Wien.

ArchMH = Archiv für soziale Medizin und Hygiene, Leipzig.

ArchV = Archiv für Volkswohlfahrt, Berlin.

ARD = Annales de la régie directe, Genève.

ArmR = The Army Review, London.

ArztE = Arzt als Erzieher, München.

AerztVBl = Aerztliches Vereinsblatt.

AS = Arbeiterschutz, Wien.

ASA = Archiv für die Geschichte des Sozialismus und der Arbeiterversicherung (Grünberg's), Leipzig.

ASF = Action sociale de la femme, Paris.

ASG = Annalen für Sozialpolitik und Gesetzgebung, Berlin.

ASP = Annales des sciences politiques, Paris.

ASS = Archiv für Sozialwissenschaft und Sozialpolitik, Tübingen.

Azz = Assicurazione, Roma.

ASZ = Allgemeine Steinsetzer-Zeitung, Berlin.

ATFin = Arbeitsstatistik Tidskrift, Helsingfors.

ATL = Arbeit, die (le Travail, il Lavoro), Zürich.

Az = Azione sociale, Bergamo.

B = Blätter für Armenwesen, Graz.

BadBZ = Badische Beamtenzeitung.

BAEA = Bulletin of the American Economical Association.

Bak = Bakkersbode, Amsterdam.

BALCh = Bulletin de l'Association internationale pour la lutte contre le chômage, Paris.

Barb = Bergarbeiter, Oberhausen (Rheinland).

Barg = Boletín de la Union Industrial argentina, Buenos Aires.

BAS = Bulletin des assurances sociales, Paris.

BAYA = Bureau-Angestellte und Volkstümliche Zeitschrift für praktische Arbeiterversicherung, Berlin.

BBL = Bulletin of the Bureau of Labor, Washington.

BBLO = Bulletin of the Bureau of Labor Statistics, Ohio, Cincinnati.

BBM = Bulletin of the Bureau of Mines, Washington.

BBRB = Bulletin du Bureau officiel de renseignements sur le Brésil, Genève.

BBS = Bulletin, bibliographisches, der Schweiz, Bern.

BBSI = Bulletin périodique du Bureau socialiste international, Bruxelles.

BBT = Bulletin de la Fédération nationale du bâtiment et des travaux publics, Paris.

BBZ = Beamtenbauzeitung, Wien.

BCC = Bulletin de colonisation comparée, Bruxelles.

BCh = Bulletin de la Chambre de commerce Paris.

BChA = Bulletin officiel de la Chambre de commerce argentine en France, Paris.

BCT = Bulletin du Comité central du travail industriel, Bruxelles.

BDET = Boletim do Departamento Estadual do Trabalho, São Paulo.

BDT = Boletín del Departamento Nacional de Trabajo, Buenos Aires.

BE = Bollettino dell'emigrazione, Roma.

BEI = Bollettino del lavoro per l'emigrante italiano in Europa, Ginevra.

BERst = Bericht-Erstatter, Berlin.

Bew = Bewegung, Amsterdam.

BF = Boulangerie française, Paris.

BFIF = Bulletin mensuel de la Fédération des industriels et des commerçants français, Paris.

BG = Blätter für Genossenschaftswesen, Berlin.

BGew = Baugewerkschaft, Berlin.

BHa = Bauhilfsarbeiter, Hamburg.

BHd = Bauhandwerker, Magdeburg.

BHZ = Bauhandwerker, Zürich.

BICW = Bulletin of the Industrial Commission of Wisconsin, Madison.

BIL = Bollettino dell'Ispettorato del lavoro Roma.

BildZ = Bildhauer-Zeitung, Berlin.

BlntUH = Bulletin der internationalen Union der Holzarbeiter, Berlin.

BIT = Bulletin de l'Inspection du travail, Paris.

BJ = Beamten-Jahrbuch, Stuttgart.

BK = Bergknappe, Essen-Ruhr.

BKK = Betriebskrankenkasse, Essen-Ruhr.

BLA = Blumenarbeiter, Berlin.

BLB = Blaubuch, Berlin.

BLC = Bulletin de la Société de législation comparée, Paris.

BLIT = Bollettino della Lega industriale di Torino, Torino.

BISA = Blätter für soziale Arbeit, Karlsruhe.

BLSA = Bulletin des Ligues sociales d'acheteurs BM = Bankers Magazine.

BMAT = Bulletin médical d'accidents du travail BMIES = Bulletin mensuel des institutions économiques et sociales (Institut international d'agriculture), Rome.

BMP = Bulletin des maladies professionnelles Milan.

BMS = Boletín del Museo Social, Barcelona.

BMT = Bulletin du Ministère du Travail, Paris.

BN = Basler Nachrichten, Basel.

BNCP = Bollettino di notizie sul credito e sulla previdenza, Roma.

Bo = Bode, Amsterdam.

Bod = Bodenreform, Berlin.

ROTCh = Boletín de la Oficina del Trabajo, Santiago de Chile.

ROTU = Boletín de la Oficina del Trabajo, Uruguay, Montevideo.

Bouw = Bouwvakarbeider, Amsterdam.

BP = Bulletin de la prévoyance, Bruxelles.

BPA = Bulletin of the Pan-American Union, Washington.

BPB = Bulletin de la participation aux bénéfices BR = Belang en Recht, Amsterdam.

BrMZ = Brauerel- u. Möllerei-Verbandszeitung Berlin.

BRS = Boletín del Instituto de Reformas Sociales, Madrid.

BRV = Blätter für vergleichende Rechtswissenschaft und Volkswirtschaftslehre, Berlin.

BSEL = Bulletin de la Société d'études législatives, Paris.

BSEM = Boletín de la secretaria de fomento, Mexico.

BSHO = Bulletin des Sociétés d'habitations ouvrières, Bruxelles.

BSTR = Buletinul Statistic al României, Bucarest.

Bu = Bundesblatt, Schweizerisches, Bern.
Bü = Bűntetőjogi Döntvénytar, Budapest.
Bucha = Buchhandlungsangestellte, Wien.
BuchW = Buchhändler-Warte, Berlin.
BUL = Bollettino dell' Ufficio del lavoro, Roma.
BUL (NS) = Bollettino dell' Ufficio del lavoro (Nuova serie), Roma.
BUSI = Bulletin officiel de l'Union syndicale des maîtres imprimeurs de la France, Paris.
BV = Basler Vorwärts, Basel.
C = Concordia, Berlin.
CALB = Commonwealth of Australia Labour Bulletin, Melbourne.
CB = Coopérateurs belges.
CGD = Correspondenzblatt der Generalkommission d. Gewerkschaften Deutschlands, Berlin.
Ch = Charities.
CHF = Correspondent für die Arbeiter und Arbeiterinnen der Hut- und Filzwarenindustrie, Altenburg.
ChI = Chemische Industrie.
ChJ = Chambers' Journal, London.
CI = Cooperazione italiana, Milano.
Cint = La Construction internationale, Bruxelles.
CL = Contratto di lavoro, Roma.
Coff = Coiffeurgehilfen-Zeitung, Bern.
Com = Comune, Milano.
ConfL = Confederazione del lavoro, Milano.
Cour = Courier, Publikationsorgan d. Deutschen Transportarbeiter-Verbandes, Berlin.
COV = Central Orgaan voor de Ongevallen-Verzekering en andere Werkliedenverzekeringen.
COW = Centraal-Orgaan voor de Werklieden-Verzekering.
CRew = Contemporary Review, London.
CrS = Critica sociale, Milano.
CSA = Correspondenzblatt für Schweizer Aerzte, Basel.
CT = Cape Times-Weekly, Capetown.
CultS = Cultura sociale, Roma.
DA = Deutsche Arbeit, Cöln.
DachZ = Dachdecker-Zeitung, Frankfurt a. M.
Dag = Dagny, Stockholm.
DAGZ = Deutsche Arbeitgeber-Zeitung, Berlin.
DAIZ = Deutsche Arbeiterinnenzeitung, Berlin.
DBKZ = Deutsche Bäcker- und Konditoren-Zeitung, Hamburg.
DBZ = Deutsche Böttcher-Zeitung, Bremen.
DC = Dominion of Canada, Labour Gazette (Dominion du Canada, Gazette du Travail), Ottawa.
Dek = Dekorateur, Wien.
Deu = Deutschland, Berlin.
Dev = Devoir, Paris.
DF = Dokumente des Fortschritts, Berlin, Paris.
DG = Deutscher Gewerkschaftsführer, Wien.
DGZ = Deutsche Gärtner-Zeitung, Berlin.
DHW = Deutsche Handels-Wacht, Hamburg.
DIBZ = Deutsche Industriebeamten-Zeitung.
DioS = Divenire sociale, Roma.
Diz = Dizionario di Legislazione sociale, Modena.
DIZ = Deutsche Industrie-Zeitung, Berlin.
DJZ = Deutsche Juristen-Zeitung, Berlin.
DKA = Deutscher Kaufmann im Auslande, Hamburg.
DKZ = Deutsche Kolonial-Zeitung.
DM = Deutscher Maler, Düsseldorf.
DMA = Deutscher Metallarbeiter, Duisburg.
DMH = Deutscher Maschinist und Heizer, Berlin.
DP = Documents du Progrès, Paris.
DrF = Droit des Femmes, Paris.
DSIZ = Deutsche Städtezeitung, Berlin.
DTZ = Deutsche Techniker-Zeitung.
DVVV = Veröffentlichungen des Deutschen Vereins für Versicherungswissenschaft, Berlin.
DWZ = Deutsche Wirtschaftszeitung, Berlin.
DZch = Deutscher Zeichner, Berlin.
E = Economist, 'sGravenhage.
EA = Economista Argentino, Buenos Aires.

Ec = Economist, London.
EcFr = Economiste français, Paris.
Eco = Economista, Firenze.
EcR = Economic Review, London.
EF = Epicerie française, Paris.
Ei = Eiche, Berlin.
EiA = Einigungsamt, Berlin.
EInd = Eisenbahn und Industrie, Wien.
Eis = Eisenbahner, Wien.
EisM = Eisenbahner, München.
EJ = Economic Journal, London.
EM = Engineering Magazine, New York.
Eng = Engineer, London.
ER = Edinburgh Review, London.
ERG = Editorial Railroad Gazette.
ESF = Ekonomiska Samfundet i Finland, Helsingfors.
EugR = Eugenics Review.
ET = Ekonomisk Tidskrift, Upsala.
Et = Etudes professionnelles, Paris.
EvFrZ = Evangelische Frauenzeitung.
EW = The Englishwoman, London.
Exp = Export, Berlin.
EZ = Oesterreichische Eisenbahnzeitung, Wien.
F = Der Filialleiter, Berlin.
FCM = Fachzeitung für Civilmusiker, Berlin.
FFS = Feuille fédérale suisse, Bern.
Fg = Fachgenosse, Berlin.
FH = Fabrik- und Handarbeiter, Burg.
FinskT = Finsk Tidskrift.
Fl = Fleischer, Berlin.
FL = American Federation of Labor, Weekly News Letters, Washington.
Flr = Flügelrad, Luzern.
FR = Fortnightly Review, London.
Fr = Frauenbewegung, Berlin.
FrK = Freie Kunst, Berlin.
FrkZ = Frankfurter Zeitung, Frankfurt.
FS = Fachzeitung für Schneider, Berlin.
FSR = Fachblatt der Sattler und Riemer, Wien.
FSW = Fachzeitung für Schneider und Wäschearbeiter, Berlin.
FT = Fédération typographique.
FTid = Försäkringsföreningens Tidskrift.
FTU = General Federation of Trade Unions, London.
FZ = Friseurgehilfen-Zeitung, Berlin.
G = Gewerkverein, Berlin.
GastrZ = Gastronomische Zeitschrift, Hannover.
GB = Gemeentebelangen, Amsterdam.
GEc = Giornale degli Economisti, Roma.
GemW = Gemeinwohl, Elberfeld.
Gen = Genossenschaft, Wien.
Ges = Gesundheit, Leipzig.
Gew = Gewerkschaft, Berlin.
GewAD = Gewerbe-Archiv für das Deutsche Reich, Berlin.
GewR = Gewerbebericht, Wien.
GewSt = Gewerkschaftsstimme, München.
GG = Gastwirtsgehilfe, Berlin.
GKG = Gewerbe- und Kaufmannsgericht, Berlin und Frankfurt a. M.
Gl = Gleichheit, Stuttgart.
GIZ = Glaser-Zeitung, Karlsruhe.
GP = Graphische Presse, Berlin.
GR = Gesetz und Recht, Breslau.
Gr = Grundstein, Hamburg.
GrA = Grundstück-Archiv, Berlin.
GrR = Grande Revue, Paris.
GRS = Gewerkschaftliche Rundschau für die Schweiz, Bern.
GrSt = Graphische Stimmen, Köln.
Grü = Grüthianer, Zürich.
GrW = Grafisch Weekblad, Amsterdam.
GrzB = Grenzboten, Leipzig.
Gsch = Gewerkschaft, Wien.
GSt = Gewerkschaftsstimme (christl.), Aschaffenburg.

GV = Genossenschaftliches Volksblatt, Basel.
Gw = Gegenwart, Berlin.
GW = Gemeentewerkman, Amsterdam.

H = Handelsstand, Hamburg.
HA = Heimarbeiterin, Berlin.
Ha = Hafenarbeiter, Hamburg.
Handm = Handschuhmacher, Berlin.
HASG = Heimarbeiter, St. Gallen.
HaTr = Handels- und Transportarbeiter, Wien.
HHM = Handelskammer zu Berlin, Mitteilungen, Berlin.
HC = Hygiène contemporaine, Sofia.
HG = Handel und Gewerbe, Berlin.
HGZ = Handlungsgehilfenzeitung, Berlin.
HI = Handel und Industrie, München.
Hi = Hilfe, Berlin.
HibbJ = The Hibbert Journal, London.
HiD = Hitejogi Döntvénytar, Budapest.
HM = Handelsmuseum Wien.
HO = Hygiène ouvrière.
HolzA = Holzarbeiter, Köln.
HolzAW = Holzarbeiter, Wien.
HolzAZ = Holzarbeiterzeitung, Berlin.
HolzAZS = Holzarbeiterzeitung, Schweizerische, Zürich.
Hot = Hoteldiener.
HS = Huszadik Század, Budapest.
HT = Helvetische Typographia, Basel.
HTr = Handel und Transport, Zürich.
Hut = Hutarbeiter, Wien.

I = International, London.
IAV = Invaliditäts- und Altersversicherung im Deutschen Reiche, Mainz.
IFIB = Illinois Factory Inspection Bulletin, Chicago.
IM = Italia moderna, Roma.
IMR = Internationale Metallarbeiter-Rundschau, Stuttgart.
IndG = New South Wales Industrial Gazette, Sydney.
IndL = Industria, London.
IndW = Industrie, Wien.
InstSoc = Institut de Sociologie (Solvay), Bruxelles.
IntG = Internationales Genossenschafts-Bulletin, London.
IntTF = Internationale Transportarbeiter-Federation, Berlin.
IntW = Internationale Wochenschrift.
IR = Independent Review.
IIG = Italica Gens, Torino.

J = Jugendfürsorge, Berlin.
JAng = Jahrbuch der Angestelltenbewegung, Berlin.
JArb = Jugendlicher Arbeiter, Wien.
JBAGr = The Journal of the Board of Agriculture.
JBH = Jahrbücher für Berg- und Hüttenwesen.
JC = Journal des Correspondents.
JCC = Journal des Chambres de commerce et d'industrie, Paris.
JEC = Journal des Economistes, Paris.
Jfr = Jouet français, Paris.
JK = Jogludományi Közlöny, Budapest.
JLNZ = Journal of the Department of Labour, New Zealand, Wellington.
JM = Jern-og Metalarbeideren, Kristiania.
JNST = Jahrbücher für Nationalökonomie und Statistik, Jena.
Jog = Jogállam, Budapest.
JPE = Journal of Political Economy, Chicago.
JRSIS = Journal of the Royal Statistical Society, London.
JSA = Journal of the Society of Arts, London.
JSLC = Journal of the Society of Comparative Legislation, London.
JSSIP = Journal de la Société de Statistique de Paris, Paris.

K = Kampf, Wien.
KBI = Korrespondenzblatt d. Verbandes der Tapezierer und verwandter Berufsarten, Berlin.
KF = Kultur der Familie, Berlin.
K/R = Kaufmännische Rundschau, Berlin.
KLVL = Korrespondenz-Blatt der Schweiz, Lign für die Verbilligung der Lebenshaltung, Zürich.
KoLM = Koloniale Monatsblätter.
KoLR = Koloniale Rundschau.
Kor = Korrespondent für Deutschlands Buchdrucker und Schriftgiesser, Leipzig.
KorK = Apologetische Korrespondenz des Volksvereins für die Katholiken Deutschlands, München-Gladbach.
KP = Kommunale Praxis, Dresden.
KPfl = Krankenpflieger, Berlin.
KPB = Kommunal-politische Blätter.
KR = Konsumgenossenschaftliche Rundschau, Hamburg.
KrZ = Krankenkassenzeitung, Schweizerische, Zürich.
KStAZ = Keram- u. Steinarbeiter-Zeitung, Köln.
KSW = Katholisch Social Weekblad.
Ku = Kupferschmied.
Kult = Kulturfragen, München.
Kür = Kürschner, Berlin.
KürR = Kürschner-Rundschau, Wien.
KV = Konsumverein, Wien.
KvA = Kamer van Arbeid.
KZ = Kunstgewerbezeichner, Berlin.

L = Lavoro, Milano.
LA = Lederarbeiter, Berlin.
LB = Landwirtschaftliche Blätter für Boden- und Kredit, Landeskultur, innere Kolonisation und Versicherungswesen.
LBC = Labour Bulletin of the Commonwealth Bureau of Census and Statistics, Melbourne.
LdA = Landarbeiter, Berlin.
LG = Board of Trade Labour Gazette, London.
LHZ = Lagerhalter-Zeitung, Leipzig.
LL = Labour Leader, London.
LMass = Labor Bulletin of the Commonwealth of Massachusetts, Boston.
LZ = Lederarbeiter-Zeitung, Berlin.

M = Mutualidad, Madrid.
Mag = Maganjogi Döntvénytar, Budapest.
MAS = Medicina delle assicurazioni sociali.
Mas = Masius' Rundschau, Blätter für Versicherungs-Wissenschaft, Leipzig.
MaurW = Maurer, Wien.
MAV = Monatsblätter für Arbeiterversicherung, Berlin.
Mb = Metalbewerker, Amsterdam.
MBNY = State of New York Department of Labor Monthly Bulletin, Albany.
MCBS = Maandschrift van het Centraal Bureau voor de Statistiek, 'sGravenhage.
MehrS = Monatsschrift für christliche Sozialreform, Basel.
MDH = Mitteilungen des Deutschen Handeltages, Berlin.
Méc = Monde économique, Paris.
Med = Meddelelsesblad, Kristiania.
MeddNA = Meddelelser fra norsk Arbejdsgiverforening.
MedS = Medicina social, Barcelona.
MPK = Mitteilungen des Ministeriums des Innern über Fürsorge für Kriegsbeschädigte, Wien.
MPM = Mitteilungen des k. k. Finanzministeriums, Wien.
MGB = Mitteilungen für die Gehilfenschaft des Buch-, Kunst- und Musikalienhandels, Wien.
MGM = Mitteilungen des Gewerbehygienischen Museums, Wien.
MGSh = Magyar Gazdák Szemléje.

MH = Mitteilungen der Grossherzogl. Hessischen Zentralstelle für die Landesstatistik, Darmstadt.

MHF = Mitteilungen der Handelskammer zu Frankfurt, Frankfurt.

MIG = Mitteilungen des Institutes für Gewerhygiene, Frankfurt.

Mijnw = Mijnwerker, Heerlen.

MIL = Medici e Ispettorato del Lavoro, Cusana.

MIM = Moniteur des intérêts matériels, Bruxelles.

Min = Ministerialblatt der preussischen Handels- und Gewerbeverwaltung, Berlin.

MJ = Municipal Journal, London.

Momec = Memento economico, Milano.

MoR = Moniteur Commercial Roumain, Bucarest.

MouvEc = Mouvement économique, Bucarest.

MounSoc = Mouvement social, Paris.

MRev = Monthly Review.

MRLB = Monthly Review of the U. S. Bureau of Labor Statistics, Washington.

MRVK = Mitteilungen des Rheinischen Vereins für Kleinwohnungswesen, Düsseldorf.

MSAM = Mitteilungen des Statistischen Amtes München.

MS(Ann) = Musée Social (Annales), Paris.

MskrS = Maanedskrift for Sundhedspleje.

MSO = Moniteur des syndicats ouvriers, Paris.

MSoc = Mouvement social, Paris.

MSSt = Maanedskrift for Socialstatistik.

MSt = Metallarbetaren, Stockholm.

MTS = Magyar Társadalomtudományi Szemle.

MühIZ = Mühlenarbeiter-Zeitung, Altenburg.

Mun = Munkásügyi Szemle, Budapest.

MZDS = Mitteilungen der Zentralstelle des Deutschen Städtetages, Berlin.

MZPL = Mitteilungen der Zentralstelle der Preussischen Landwirtschaftskammern, Berlin.

MZWoe = Mitteilungen der Zentralstelle für Wohnungsreform in Österreich, Wien.

N = Nation, New York.

NA = Nuova Antologia, Roma.

NAR = North American Review, New York.

NaT = Nationalekonomisk Tidsskrift, Kjøbenhavn.

NB = Neue Bahnen, Leipzig.

NC = Nineteenth Century and after, London.

NCFR = National Civic Federation Review, New York.

NFr = Neues Frauenleben.

NL = Neues Leben, Wien.

Not = Notensteher, Leipzig.

NR = National Review.

NRC = Nieuwe Rotterdamse Courant, Rotterdam.

NSf = New Statesman, London.

NS(S) = New Statesman, Supplement, London.

NT = Nieuwe Tijd, Amsterdam.

NTB = Nö és Társadalom, Budapest.

NTF = Nordisk Tidsskrift for Fængselsvæsen.

NZ = Neue Zeit, Stuttgart.

NZZ = Neue Zürcher Zeitung, Zürich.

O = Outlook, London.

OeEZ = Österreich. Eisenbahnbeamten-Zeitung, Wien.

OeGAZ = Österreichische gewerbliche Arbeitgeberzeitung, Wien.

OeInd = Bund Österreich. Industrieller, Wien.

OeM = Österreichischer Metallarbeiter, Wien.

OeMH = Oesterr. Maschinist und Heizer, Wien.

OeOek = Österreichischer Oekonomist, Wien.

OeR = Österreichische Rundschau, Wien.

OeSa = Österreichisches Sanitätswesen, Wien.

OeUE = Österreichisch-ungarisches Eisenbahnblatt, Wien.

OeUZ = Österreichisch-ungarischer Zündwarenfabrikant, Hořowitz (Böhmen).

OeV = Österreich. Verwaltungsarchiv, Wien und Leipzig.

OeVZ = Österreichische Versicherungszeitung, Wien.

OeZöPv = Österreich. Zeitschrift für öffentliche und private Versicherung, Wien.

OM = Ouvrier mineur.

ON = Obzor národohospodářsky, Praha.

Org = Organisations, Hamburg.

OSČ = Odborové sdružení českoslovanské, Praha.

Ośw = Oświata, Posen.

OV = Ouvrier en voiture, Paris.

P = Proletarier, Hannover.

Pa = Papeterie.

PB = Patrie belge, Bruxelles.

PBZ = Privat-Beamten-Zeitung, Magdeburg.

PCSI = Progress civic, social, industrial, London.

PG = Peuple, Genève.

PhH = Photographischer Hilfsarbeiter, Berlin.

Phy = Physiokrat, Berlin.

PJ = Preussische Jahrbücher, Berlin.

PK = Politik och Kultur, Helsingfors.

Pm = Patrimonium, Amsterdam.

PO = Parlement et Opinion, Paris.

Pos = Posamenter, Liestal.

PQ = Political Quarterly, London.

Pr = Přehled, Praha.

PRev = Pokroková Revue.

Pri = Il Prisma, Torino.

PS = Paix sociale.

PSQ = Political Science Quarterly, New York.

PVB = Preussisches Verwaltungsblatt, Berlin.

PW = Professionalnij Wjestnik, Petersburg.

Px = Paix par le droit, Paris-Nîmes.

QIG = Queensland Industrial Gazette, Brisbane.

QJec = Quarterly Journal of Economics, Cambridge, Mass.

QP = Questions pratiques de législation ouvrière et d'économie sociale, Paris.

QPASIA = Quarterly Publications of the American statistical Association.

QR = Quarterly Review, London.

R = Regulator, Berlin.

RA = Reichsarbeitsblatt, Berlin.

Ram = Ramazzini, Firenze.

RAP = Revue de l'action populaire, Paris-Reims.

RassM = Rassegna mineraria, Torino.

RAT = Revue des accidents du travail.

RBl = Revue bleue, Paris.

RBP = Rivista della Beneficenza pubblica.

RCE = Revista de Ciencias Economicas, Buenos Aires.

RCol = Rivista coloniale, Roma.

RCP = Rivista dei comuni e delle provincie, Firenze.

RDC = Rivista di diritto commerciale, industriale e marittimo, Milano.

RDIP = Revue du droit international privé.

RE = Revue d'économie politique, Paris.

Re = Recht, Wien.

RefAV = Reformblatt für Arbeiterversicherung, Frankfurt a. M.

RefEc = Réforme économique, Paris.

RefSoc = Réforme sociale, Paris.

Rép = Répertoire du Journal officiel, Paris.

Rev = Revue (ancienne Revue des Revues), Paris.

RevBord = Revue économique de Bordeaux, Bordeaux.

RevC = Revista católica de las cuestiones sociales, Madrid.

RevEcC = Revue économique canadienne, Paris.

RevEcInt = Revue économique internationale, Paris.

RevGén = Revue générale, Bruxelles.

RevInt = Revue internationale de sociologie, Paris.

RevM = Revue des deux mondes, Paris.
RevP = Revue de Paris.
RevPM = Revue de la prévoyance et de la mutualité, Paris.
RevSHA = Revista social hispano-americana.
RevStat = Revue de statistique, Paris.
RevTr = Revue du travail, Bruxelles.
RG = Railroad Gazette, New York.
RIC = Revue internationale du chômage, Paris.
RifSoc = Riforma sociale, Torino-Roma.
RIL = Rivista di diritto e giurisprudenza, patologia sociale e medicina forense sugli infortuni del lavoro e sulle disgrazie accidentali, Roma.
RISS = Rivista internazionale di scienze sociali e discipline ausiliari, Roma.
RIT = Rivista d'Italia, Roma.
RLM = Revue de législation des mines et statistique des houillères en France et en Belgique, Lille et Bruxelles.
RM = Revue maritime, Paris.
RN = Rassegna nazionale, Firenze.
RP = Rivista popolare di politica, lettere e scienze sociali, Roma.
RPP = Revue politique et parlementaire, Paris.
RPRO = Revue pratique des retraites ouvrières, Paris.
RS = Revue scientifique.
RSAT = Revue suisse des accidents du travail, Genève.
RSC = Revue socialiste catholique, Louvain.
RSoc = Revue socialiste, Paris.
RSR = Rivista social, Rio de Janeiro.
RSynd = Revue syndicaliste, Paris.
Rt = Réveil des Tisseurs, St.-Etienne.
RT = The Round Table.
RTL = Rivista tecnico-legale, Palermo.
RUM = Revue universelle des mines.
RW = Recht und Wirtschaft.
RyN = Railway News, London.

S = Spettatore, Roma.
SA = Suomen Ammattijärjestö, Helsinki.
SAtr = Saturday Review, London.
SAZ = Schweizerische Arbeitgeber-Zeitung = Journal des Associations patronales, Zürich.
SB = Staats-Bürger, Leipzig und Berlin.
SBHl = Schweizerische Blätter für Handel und Industrie (Bulletin commercial et industriel suisse), Genf.
Sch = Schuhmacherfachblatt, Gotha.
Schl = Schiffahrt, Berlin.
Schl = Schilder, Amsterdam.
SchmJB = Jahrbuch für Gesetzgebung, Verwaltung und Volkswirtschaft im Deutschen Reich, Leipzig (Schmoller).
SchmZ = Schmiede-Zeitung, Hamburg.
SchwEls = Schwäbische Eisenbahner, Stuttgart.
SchZ = Schiffs-Zimmerer, Hamburg.
ScS = Science sociale, Paris.
SD = Social Democrat, London.
SDEZ = Süddeutsche Eisenbahnzeitung.
SE = Szakszervezeti Ertesitö, Budapest.
SEZ = Schweiz. Eisenbahn-Zeitung, Burgdorf.
SF = Sozialer Fortschritt, Leipzig.
SG = Socialistische Gids, Maandschrift der Sociaal-democratische Arbeiderspartij, Amsterdam.
SGF = Soziale Gesetzgebung und die Frauen, Breslau.
SGZ = Schweizerische Gewerbezeitung, Bern.
SH = Schweizerisches Handelsamtsblatt, Bern.
SIIM = Soziale Hygiene und Medizin, Berlin.
Sig = Sigarenmaker, Amsterdam.
SII = La Sigurezza e l'Igiene nell'Industria.
SInd = Sächsisches Industrie.
SJDS = Statistische Jahrbücher deutscher Städte, Breslau.
SJZ = Schweiz. Juristen-Zeitung, Zürich.
SK = Soziale Kultur, M.-Gladbach.

SKC = Schweiz. kaufmännisches Centralblatt, Zürich.
SKr = Samfundets Krav, Kjøbenhavn.
SKV = Schweiz. Konsumverein, Basel.
SM = Sozialistische Monatshefte, Berlin.
SMedd = Sociala Meddelanden, Stockholm.
SMH = Soziale Medizin und Hygiene, Hamburg.
SocF = Social Forsorg, Kopenhagen.
SocMedd = Sociale Meddelelser, Kristiania.
Sol = Solidarität, Berlin.
SolH = Solidarité horlogère, Chaux-de-fonds.
SolZ = Solothurner Zeitung, Solothurn.
SozK = Sozialpolitische Korrespondenz des Volksvereins für das katholische Deutschland, M.-Gladbach.
SozR = Soziale Revue, Essen.
SP = Soziale Praxis, Berlin.
Spar = Sparkasse, Hannover.
SpBNY = State of New York Department of Labor Special Bulletin, Albany.
SR = Soziale Rundschau, Wien.
SRV = Soziale Rundschau (Wochenbeilage zum »Vaterlande«), Wien.
St = Steinarbeiter, Leipzig.
ST = Sozial-Technik, Berlin.
StA = Steinarbeiter, Zürich.
StatMGB = Statistische Mitteilungen über das Grossherzogtum Baden, Karlsruhe.
Staw = Steinarbeiter, Wien.
StB = Strassenbahner, Berlin (Beilage des Courier).
StE = Stahl und Eisen, Düsseldorf.
StH = Stickerei-Industrie, Buchs-Werdenberg.
StJBuk = Statistisches Jahrbuch d. Bukowina.
StJBEL = Statistisches Jahrbuch für Elsass-Lothringen.
Stid = Social Tidskrift, Stockholm.
StK = Statistische Korrespondenz, Berlin.
StM = Statistische Monatsschrift, Brunn.
StMit = Statistische Mitteilungen, Brunn.
StMW = Statistische Monatsschrift der Stadt Wiesbaden.
StT = Statsekonomisk Tidskrift.
Stu = Stukadoor, Schoten b/Haarlem.
SIVB = Statistische Vierteljahrs-Berichte des Kantons Basel-Stadt, Basel.
StW = Sanitäts- und Sanitätswarte, Berlin.
Surv = Survey, New York.
SoE = Svensk Export.
SW = Sociaal Weekblad.
SWS = Schweizerische Blätter für Wirtschafts- und Sozialpolitik, Bern.
Sz = Schneiderzeitung, Köln.
SZ = Sattler- und Portefeuille-Zeitung, Berlin.
SZG = Schweiz. Zeitschrift für Gemeinnützigkeit, Zürich.
SzS = Szocialpolitikai Szemle, Budapest.

T = Times (ES = Engineering Supplement; LS = Literary Supplement), London.
TA = Tidskrift for Arbejderforsikring, Kjøbenhavn.
Tab = Tabakarbeiter, Leipzig.
TabZ = Deutsche Tabakarbeiter-Zeitung, Düsseldorf.
TAW = Tonarbeiter, Wien.
TB = Textilarbeiter, Bern.
TD = Travail et Droit, Bruxelles.
Te = Temps, Paris.
Tel = Telegraph, Bochum.
TeN = Temps nouveaux, Paris.
Tex = Textilarbeiter, Berlin.
TexW = Textilarbeiter, Wien.
TerZ = Deutsche Textilarbeiterzeitung, Spremberg.
TF = Tidskrift for Forsorgelsesvæsen.
Tg = Tag, Berlin.
ThA = Thünen-Archiv, Organ für exakte Wirtschaftsforschung, Jena.
TI = Tidskrift for Industria.

TIZ = Tonindustrie-Zeitung, Berlin.
Tj = Tijdschrift van het Centraal Bureau voor de Statistiek, 'sGravenhage.
TME = Társadalmi Múzeum Értéslője, Budapest.
TMN = Tijdschrift der Maatschappij van Nijverheid.
TN = Travail national, Paris.
TOe = Der Textilarbeiter in Oesterreich, Wien.
Tö = Töpfer, Berlin.
TR = Technische Rundschau, Berlin.
TrA = Transport-Arbeider, Amsterdam.
TrB = Transportbode.
TrCh = Travail chrétien.
TSH = Tijdschrift voor sociale Hygiene.
TSP = Tidskrift för den svenska Pensionsförsäkringen, Stockholm.
TU = Trait de l'union, Liège.
TuW = Technik und Wirtschaft.
TW = Technisch Weekblad.
Typ = Typograph, Berlin.
TZ = Textilarbeiter-Zeitung, Düsseldorf.
U = Umschau, Frankfurt a. M.
Uit = Uitkijk, Rotterdam.
Um = Umanitaria, Milano.
UMM = Union des industries métallurgiques et minières, Paris.
Un = União, Rio de Janeiro.
UP = Union postale, Berne.
V = Vorwärts, Berlin.
VAnz = Vereinsanzeiger, Hamburg.
VOe = Versicherungsbote, Oldenburg.
VBl = Volkswirtschaftliche Blätter, Berlin.
VBF = Verbandsblatt (Brauer und Fassbinder), Wien.
VBM = Verbands-Zeitung der Brauerei- und Mühlenarbeiter, Berlin.
Ver = Die Vereinigung, Köln.
Verb = Verbandsblätter. Organ des Verbandes deutscher Handlungsgehilfen und seiner Kassen zu Leipzig.
Verw = Verwaltung und Statistik.
VI = Vita industriale, Terni.
VIN = Vie internationale, Bruxelles.
VMU = Volkswirtschaftliche Mitteilungen aus Ungarn, Budapest.
VO = Vie ouvrière.
VP = Voix du peuple, Paris.
VRV = Vierteljahrsrundschau über das Versicherungswesen, Berlin.
VrW = Vrede en Welvaart.
VS = Vie syndicale, Reims.
VSt = Vierteljahrshefte z. Statistik d. Deutschen Reiches, Berlin.
VSW = Vierteljahrsschrift für Sozial- und Wirtschaftsgeschichte.
VT = Vragen des tijds, Haarlem.
Vv = Volksverein, München-Gladbach.
VW = Volkswirtschaftl. Wochenschrift, Wien.
Vz = Voz do Povo, Rio de Janeiro.
WA = Wiener Arbeiterzeitung.
WArch = Weltwirtschaftliches Archiv.
WAZ = Westdeutsche Arbeiterzeitung, M.-Gladbach.
WE = Weckruf der Eisenbahner, Berlin.
Welt W = Weltverkehr- und Weltwirtschaft.
Wer = Christelijke Werkman, Enschede.

WG = Weckruf der Gemeindearbeiter, Wien.
WI = Werkmeister- und Industriebeamtenzeitung, Reichenberg.
WIN = Women's Industrial News, London.
WLL = World's Labour Laws, London.
WNG = Wochenschrift des niederösterreich. Gewerbevereins.
WRev = Westminster Review, London.
WTU = Women's Trade Union Review, London.
WW = World's Work, New York.
WZ = Werkmeisterzeitung, Düsseldorf.
YR = Yale Review, New Haven.
Z = Zimmerer, Hamburg.
ZA = Zeitschrift für Armenwesen, Berlin.
ZB = Zeitschrift für Bergrecht, Berlin.
ZBHS = Zeitschrift für das Berg-, Hütten- und Salinenwesen im preuss. Staate, Berlin.
ZblGH = Zentralblatt für Gewerbehygiene, Frankfurt.
ZblR = Zentralblatt für Reichsversicherung, Frankfurt a. M.
ZBSB = Zeitschrift des Kgl. Bayerischen Statistischen Bureaus, München.
ZCGD = Zentralblatt der christlichen Gewerkschaften Deutschlands, Köln.
ZEa = Zentralorgan deutscher Eisenbahn-Werkstättenarbeiter, Elberfeld.
ZGH = Zeitschrift für Gewerbehygiene, Unfallverhütung und Arbeiterwohlfehlseinrichtungen, Wien.
ZGU = Zeitschrift für gewerblichen Unterricht, Leipzig.
Zi = Zimmerer, Wien.
ZiB = Zimmerer, Basel.
ZIE = Zeitschrift für den Internationalen Eisenbahntransport, Bern.
ZKJ = Zeitschrift für Kinderschutz und Jugendfürsorge, Wien.
ZOH = Zentralorgan des Verbandes der Hausangestellten Deutschlands, Berlin.
ZP = Zeitschrift für Politik, Berlin.
ZPrStL = Zeitschrift des Kgl. Preuss. Statistischen Landesamtes, Berlin.
ZR = Zeitrad, Wien.
ZS = Zeitschrift für Sozialwissenschaft, Berlin.
ZSM = Zeitschrift für soziale Medizin, Leipzig.
ZSSt = Zeitschrift für Schweiz. Statistik (= Journal de Statistique Suisse).
ZSSL = Zeitschrift des Kgl. Sächsischen Statistischen Landesamtes, Dresden.
ZSt = Zeitschrift für die gesamte Staatswissenschaft, Tübingen.
ZStrRW = Zeitschrift für die gesamte Strafrechtswissenschaft.
Zu = Zukunft, Berlin.
ZVDI = Zeitschrift des Vereins Deutscher Ingenieure, Berlin.
ZVers = Zeitschrift für die gesamte Versicherungswissenschaft, Berlin.
ZVSV = Zeitschrift für Volkswirtschaft, Sozialpolitik und Verwaltung, Wien, Leipzig.
ZW = Zeitschrift für Wohnungswesen, Berlin.
ZWB = Zeitschrift f. Wohnungswesen in Bayern, München.
ZWH = Zeitschrift für weibliche Handlungsgehilfen, München.
ZX = Zeitschrift für Xylographen, Berlin.

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